

EVERY TEAMSTER SHOULD PLAY

VOTERS'GUIDE

THE PRESIDENT'S MESSAGE

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very four years the nation begins the long and often complex procedure of selecting delegates to the two political conventions on the road to the White House. Many of our states now hold presidential preferential primaries, while others stage caucuses to show which candidate they prefer and to select delegates to the conventions.

Presently, we are right in the middle of this process with many delegates for candidates already selected, and we are heading for the finish line towards San Francisco in July for the Democrats and Dallas in August for the Republicans.

Our nomination and election process is unique among the democratic systems and singularly American. It is a process that invites every American to participate and I urge all Teamster members and their families to get involved, register to vote, and turn out for our national elections this November.

This year, we will elect not only a president, but governors, senators, members of Congress, and state legislators in every state. We have a responsibility if we want good government, a sound economy, and a better quality of life for all working Americans to participate in the electoral process and to exercise our franchise. This year especially, with control of the Senate in question and important gubernatorial races at stake, it is vitally important that Teamsters get involved.

I would urge each of you to participate through your local unions, joint councils and area conferences in voter registration efforts and to assist in getting out the vote among retirees, the handicapped, and other friends and neighbors who otherwise might need assistance in getting to the polls. This issue of the International Teamster has valuable and important voter information, including key races that are at stake. I hope you will take the time to peruse it and use it for an effective vote in November.

I am happy to report that our national DRIVE check-off program has been highly successful, and contributions have been coming in to headquarters from every area conference.

In the remaining six months or so before the election, our goal is to double this effort. We must, if we are to compete with union-busters and anti-labor elements, and maintain an equilibrium in the political arena. We know that in Washington money talks, and we want to be confident that we will have the political and financial clout to have an impact and possibly make a difference—especially in some strategic Senate races where Teamster votes could decide the race. Good government and good legislation go handin-hand with political funding and labor in the 80's can ill afford to lose the battle to big business and big government as we have in years past.

One hundred percent participation in DRIVE is our only weapon to ensure that we elect the right kind of people, who are concerned and sympathetic about the goals of the American people. Every Teamster should ask himself how much he can afford in the coming months to ensure this cause, and pledge accordingly. No matter how small the contribution; as the saying goes, every little bit helps.

For our part, the IBT legisla-

From the General President



Jackie Presser

tive and government relations team is working every day with members of Congress on vital legislation that affects the national economy and Teamster pocketbooks. I am proud to be able to tell you, the membership, that in this important area, we have made greater inroads and have more impact than ever before.

To continue the groundwork we have laid, I ask for all Teamsters to participate and for each of you to help in every way you can—most importantly, to vote in November. We know that Teamsters are proud Americans, and we can speak with a proud and powerful voice on November 6.

Fraternally,

Jackie Trusser

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.





DEDICATED TO SERVICE

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It's Politics & Practicalities at Western Conference

Presser & Carr take first bows in new posts

- V.P. Shea Monitors El Salvador Elections Is named observer by President Reagan
- 5 IBT/ITU Agree on Merger Document ITU members are to vote soon
- 6 Brewery Conference Gears Up for Negotiations Executive board plans its strategies
- Teamsters' Organizing Is On-the-Move 9 Workers seek our help
- 10 Bildisco Decision Packs a Wallop! Congress needs to redress court damage
- Teamsters' UPSers Win New DRIVE Checkoff 12 Weekly deduction cuts bite, increases clout
- 13 Your VOTE: A Right & A Responsibility Members are urged to register and vote
- Campaign '84: The Stakes Mount 18 Platform meetings & conventions near
- Teamsters & Red Cross Pledge Partnership 22 Agreements make us part of defense team
- The Teamster Team: IBT Information Center 24 It's the focus of our outreach efforts
- 28 Our Legal Counsel Says: A New IBT Service Legal briefs on decisions in the news



6

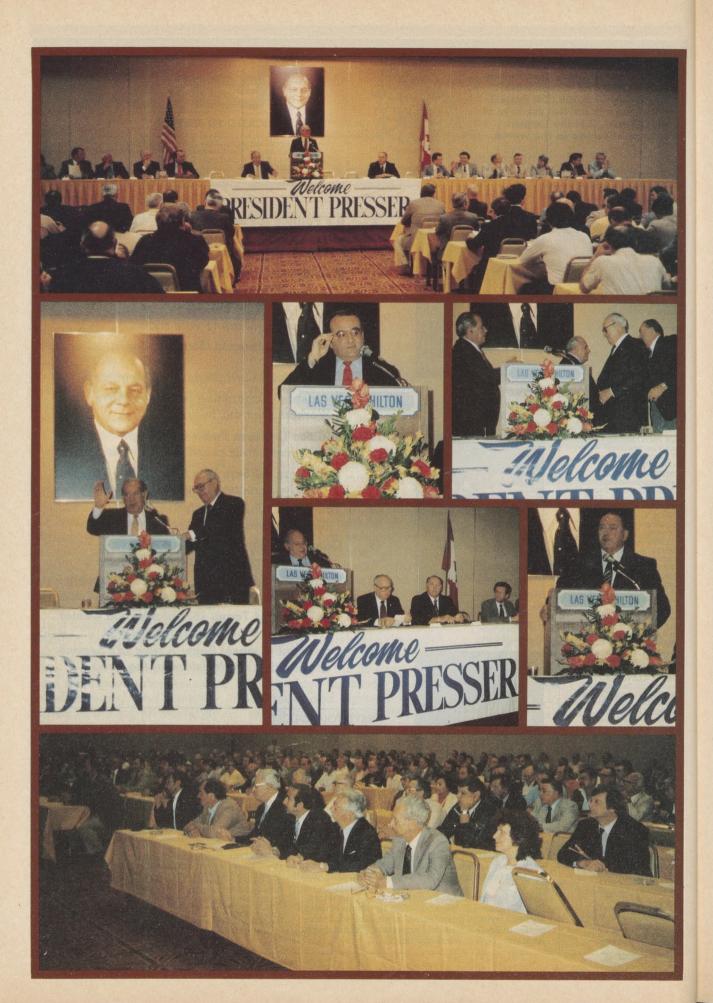
HAVE YOU NOTICED?

This issue of International Teamster is distinctive in that it is Ins issue of International Teamster is distinctive in that it is our April, 1984 issue, instead of our Spring one. Bowing to countless requests from members and our locals, the IBT executive board last January returned the magazine to a monthly publication, beginning with this issue. In our new frequency, we still will be attempting to bring you informative pieces on topics you need to know about. Just remember to look for it every month now and keep reading. You're the most important part of our efforts, and what the magazine's really all about!

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Presser Talks Politics and Practicalities To Western Conference

n a tough, hard-hitting, nononsense speech, General President Jackie Presser addressed a meeting of approximately 300 delegates from local unions attending a special session of the Western Conference of Teamsters on March 20 in Las Vegas.

In his first appearance before delegates of the Western Conference since being elected president last April, Jackie highlighted the many changes that have been instituted at the IBT and reiterated his commitment to bring more services to Teamster members, working closely with each conference.

"We're all going to work hard at our jobs in behalf of the membership," Jackie said, "and if anyone working for the International doesn't feel that way, well, it's been nice knowing you." His comment got a great response from the delegates, whom he told, "I need your help, your ideas, your time and your hard work."

He also shared with the con-

ference gathering his philosophy on where labor is headed for the future and the new directions he sees the union moving in, including organizing, communications, government affairs and legislation and political influence, in general.

Regarding the current election process, Jackie stated that it is his belief that labor organizations who endorsed candidates more than a year in advance have performed, "a great disservice to the working men and women in America and particularly their membership."

"I reiterate to you that this union will make no endorsement of any presidential candidate until both party conventions have selected their nominees and both the Democrats and Republicans have told the American people where they stand on vital issues affecting labor and our economy," Jackie emphasized.

"I believe this is both prudent and proper. I am not interested in being a power broker for either political party. I am only interested in the welfare of this membership and the direction in which both parties are going to achieve the goals we have set for working America. . . . I am more interested in seeing that both parties include our prerequisites for America in their platforms than in boosting the power of any one candidate.

"Today, my top two political

priorities are to see that every Teamster is registered to vote and that we have 100 percent participation in DRIVE. The 1980s should be a time for achieving labor's aims, instead of playing party games," he concluded.

Jackie also discussed the practical challenges that confront labor today, including anti-union sentiment in Congress, sophisticated union-busting tactics that exist today, bankruptcies and layoffs, and trade deficits and technological displacements in the work force.

Commenting on Jesse Carr, the new Western Conference director who was chairing his first full meeting of local union delegates, Jackie said, "Jesse is a hard-working, forward-looking kind of guy who is going to get things done in the Western Conference of Teamsters as he did in Alaska."

In his remarks, Director Carr advised the delegates that the Western Conference would implement the many new and diverse programs of the International with dispatch. "We have new, revitalized trade divisions and departments in the Western Conference," Carr stated, "and they are there for the benefit of all our members."

Carr also stated that service to local unions and joint councils will be facilitated by satellite offices in key areas in the Western Conference.

"We will all be working in

On the facing page, from the top clockwise: V.P. George Mock addresses delegates; G.P. Presser receives warm welcome at his first WCT address; V.P. Weinmeister updates members, and new Conference Director Jesse Carr acknowledges delegates' vote of confidence. At center, IBT attorney John Climaco explains the Bildisco decision and its impact on workers.

WESTERN

unison with each other and the International Union to provide needed services to the members. This is my promise and the theme of my administration at the Western Conference," Carr concluded.

Delegates at the two-day meeting also heard from a Teamster attorney, John Climaco, who discussed two important legal subjects - the Racketeer Influenced and Corrupt Organizations Act (RICO) and the recent Supreme Court decision on bankruptcy in the NLRB v. Bildisco case.

Climaco pointed out that since the RICO Act was passed in 1970, the courts have used broader and wider interpretations, often to the detriment of organized labor. But calling the statute a double-edged sword, he went further to show that often RICO can be used against employers as well.

The recent Supreme Court decision in NLRB v. Bildisco also gives those in labor reason to pause, since the court last month held that an employer who has filed for bankruptcy under Chapter Il of the Bankruptcy Code may petition the bankruptcy court to modify or reject a collective bargaining agreement.

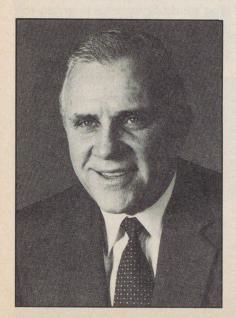
"One possible solution to the problems created by the Bildisco decision, is, of course, legislative. Congress provided that collective bargaining agreements negotiated under the Railway Labor Act are not subject to rejection in bankruptcy. Congress could amend

the Bankruptcy Code to exempt collective bargaining agreements under the NLRB from rejection in bankruptcy," Climaco pointed out.

"Until such an amendment is obtained, we must consider two questions: I) Can collective bargaining agreements be negotiated which would not be subject to rejection in bankruptcy; and 2) What can be done to encourage employers against rejecting or modifying collective bargaining agreements, once they file for bankruptcy? My office is investigating a number of legal and tactical maneuvers to deal with these issues," he concluded.

Climaco indicated that Teamster attorneys and the IBT government relations team were staying on top of this important issue.

V.P. Shea Is Named As Government Observer for El Salvador Elections



eamsters International
Vice President Walter J.
Shea was among a group
of 29 national leaders named by
President Ronald Reagan on
March 22 as members of a delegation that recently traveled to
El Salvador.

The group, which included six senators and thirteen members of the U.S. House, along with a distinguished group of private citizens representing business, religious, fraternal and educational groups, acted as impartial observers in the March 25 El Salvador elections at that government's request. Shea was the only labor representative designated to accom-

pany the delegation, which was co-chaired by Senator William Roth (R-Del.) and Congressman Jim Wright (D-Tex.). Ambassador W. Tapley Bennett also accompanied the group as senior Administration representative.

Ensuring that free and independent elections took place in war-torn El Salvador was a responsibility that Shea and others in the party took soberly and seriously. The fact that the elections took place as scheduled, devoid of threats or an atmosphere of fear is a credit to the American presence there, a fact of which Shea and others in the party can be justifiably proud.



IBT/ITU Merger Document Is Agreed On

n March 22, the International Brotherhood of Teamsters reached tentative merger agreement with the International Typographical Union.

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Teamsters General President Jackie Presser, in announcing the agreement to IBT members, said, "I am pleased to announce that after months of indepth talks, the officers of the International Typographical Union have signed with me a merger document which will shortly go before the members of the ITU for ratification, as well as before the general executive board of the IBT.

"We feel that this merger offers the membership the unique opportunity to preserve traditions and enhance economic benefits by joining the nation's oldest trade union with the nation's largest trade union. This merger is, for all concerned, in the finest traditions of trade unionism.

"I am confident upon successful acceptance of this merger agreement by the membership of the ITU that the continuing erosion of this industry will be reversed through the Teamsters' bargaining power and economic and staff resources."

Though no exact date has yet been set, the merger, which would make the ITU an autonomous division of the IBT, is expected to be voted on by the ITU's 75,000 rank-and-file members and retirees sometime in

The ITU merger story began last August when General President Presser, responding to an invitation, addressed the ITU convention in San Francisco. At the time, officers of the ITU were negotiating a possible merger with the Newspaper Guild. Presser's speech, which raised for the first time the possibility of a merger with the Teamsters, was so well received by the ITU delegates that soon thereafter they voted down the merger with the Guild.

Since that vote, President Presser, along with the IBT legal department, has worked tirelessly to overcome any obstacles to an IBT/ITU merger and fashion an agreement acceptable to both sides.

Under the terms of the merger document, the ITU will retain its constitution, its by-laws, and its executive council structure as an autonomous trade division known as the ITU/IBT. The trade division director will be

appointed by the IBT general president from among the premerger membership of the ITU and will act as liaison between the trade division and the IBT.

The document also provides that the ITU facilities and services will be preserved and maintained. The ITU/IBT trade division will be headquartered in the same building which houses the current ITU leadership in Colorado Springs, Colorado. Though the ITU/IBT members obtain the benefits of the Teamsters' dues and per capita structure and the multitude of services available from the IBT, they will retain their own existing retirement program and strike fund. The merger agreement also pledges both unions to the creation of a joint task force to begin organizing the unorganized printing, media and allied industries.

General President Presser has made it a priority task of the departments at IBT head-quarters in Washington, D.C. to explain the terms of the merger and the benefits it brings. ITU members are encouraged to seek answers to their questions by either contacting the IBT or calling the toll-free number l-800-IBT-MERG, which has been set up to respond to inquiries.



Brewery Conference Gears Up For Negotiations

xecutive Board members of the Teamsters Brewery and Soft Drink Workers
Conference, U.S.A. and Canada, facing intensive upcoming national negotiations and a national legislative climate that has grown increasingly hostile to organized labor, met in San Francisco, Calif., in mid-March, to plan a course of action for 1984 and 1985.

At the top of the policy-making group's agenda was the development of strategies for dealing with upcoming national negotiations with Anheuser-Busch, Schlitz, Heileman, Miller and other major Teamster employers, as their contracts expire this year and early in 1985.

Conference Director Charles Klare sounded a positive note when he reported that conditions in the brewery industry generally are good. This industry, unlike others, has managed to escape the widespread unemployment, employer shutdowns, relocations to the South and company bankruptcies that have become all too commonplace for workers in the steel, auto and countless other laborintensive fields.

Klare credited that to strong Teamster contracts in the brewery and soft drink industries, and a fierce competitiveness among the leading producers in an industry that today is dominated by four or five major brewers.

In terms of negotiating environment, Klare said, "Conditions faced are the worst in 15 years."

"The status of the industry and where we are at, and what happens in our negotiations will be affected by the state of the nation," Klare said. "We can't coast; the big drive will be to increase production, eliminate manpower and reduce unit cost wherever they can to increase market share. Our goal will be to win gains for work-

ers, despite potential calls for take-backs, reductions in manpower and other moves designed to weaken the kinds of conditions it took us 25 years to negotiate in the brewery industry.

try.
"With Anheuser-Busch alone,
we are talking about 16 local
unions, ll breweries, more than
10,000 members, plus 21,000 who
will be affected by our contracts
in related industries.

"It will be a rough year,"
Klare concluded, "but we will
come out all right, because we
have a wonderful organization
here and we will hang together."

Brewery officers were provided with in-depth synopses on current production and sales figures for all major producers, the vast majority of them under Teamster contract, analyses on the leading import beer competitors, projections on where the industry is going in terms of production and market share,

comparisons of current hourly wage rates for production workers in brewing, bottling and warehousing operations at all leading competitors, along with contract expiration dates.

In the soft drink sector, delegates were brought up-to-date on a number of legislative provisions that are either in place or being promulgated. They were given state-by-state guides to restrictive packaging laws, including detailed studies of state forced deposit laws, a summary of state detachable pull-tab bans and a summary of state litter abatement/recycling measures. They also were supplied with figures on soft drink production, sales, market share, consumption by brand and number of plants in the United States.

Teamsters General Secretary-Treasurer Ray Schoessling, a founder of the Teamsters Brewery and Soft Drink Conference, shared cogent insights with the delegates on the problems being faced within the industry as negotiations approach.

"You know as well as I do that the beer business is a difficult one. We're dealing now with a handful of majors; they've eliminated all the little breweries in the country, one way or the other. Nevertheless, they're the ones we're going to have to deal with; they've got the business. The sad part of it

is, there really is no new business. It's only what one of these guys can take away from the other ones," Schoessling said.

"One thing we haven't faced in this industry, we've faced in other industries—and that's a sagging economy and a bad employment situation," he added. Speaking of the impact of economic cutbacks in industries from warehousing to light manufacturing, steel to autos, along with deregulation's erosion of trucking, increasing employer shutdowns, and now, the use of Chapter II bankruptcies to escape a union contract, Schoessling warned brewery people to be prepared, because employers are becoming trickier than ever.

"Jobs are the whole problem today," Schoessling said. "People cannot stand up and fight for what they believe is right. Today, they're afraid to move, because if they do move, they're afraid they'll lose their jobs. Today, we find the employer has about three attempts to scare you that he uses. One, he will tell you, 'if you join the union, then I'm going to shut down.' Well, if that doesn't shake you, then he says, 'well, he's now given it serious thought and he's going to move south.' Well, that will shake you because now you're going into a right-to-work state. And if that doesn't shake you, 'well

Chapter II.' So what does the poor guy do?

"Moreover, you know what's happening? If you are a striker and you walk off the job and they replace you, the guy they replace you with is going to stay on the job. That is what the courts have said, and this is another terrible blow to us, along with Chapter Il. So we've got so much unfriendly atmosphere in the labor board and the courts today that nobody can really tell you where we are going."

Schoessling signaled the need for solidarity among labor to cope with the problems, saying, "If we in labor were together on the issues, they'd never get away with it. We'd be a powerful influence in Congress."

Schoessling appealed to conference members to step up their political efforts and help raise funds to win our place in the sun.

In wrapping up his comments, Schoessling touched on a situation close to brewery workers' hearts—the ongoing Coors Beer Boycott.

This is the only non-union beer in the country," Charlie Klare had said earlier, "with every phase of its operation non-union, except distribution by a few dealers, and we cannot abandon this campaign until the company agrees to give its workers the union security they seek." Klare noted that the Coors boycott has been tremendously successful in Coors' traditional markets in the West, but added the company is nonetheless increasing its volume sales as it expands to new markets nationwide.

Schoessling, noting that Coors has taken the position that the union be damned, whether it's the AFL or the Teamsters, said, "Coors is hurt by the boycott and they have to get the volume out somewhere. So, as they've expanded into other markets, they seek most times to give this delivery to an established distributor, usually

Brewery Conf. veterans Art Gildea and Tom Rusch (2nd, 3rd from left) received a big retirement send-off during the week. Here, from left, presenting them with gold watches are G-S-T Ray Schoessling, Conf. Director Charles Klare and Int'l. Rep. John Hoh.



BREWERY

a union one that we have already. So I'm saying to you," Schoessling affirmed, "Keep up the boycott. But we're going to take the distributors wherever they become Coors distributors, if they want to join our union and pay our scale."

Teamsters International Representative John Hoh chaired the four-day session, and commented both on upcoming negotiations and quality-of-work-life programs being implemented by some brewers. In preparation for the negotiations, he urged board members to prepare workers for tough talks, have their fingers on the members' pulses, and anticipate what lies ahead. "Things are not rosy," Hoh said, "but unions were not made out of giveaways; they came out of the need of workers to be united to achieve justice. If we can accomplish that, we will come out ahead."

Giving a report on recent malt house negotiations was Dan Bryant of Minneapolis Local 792. Reporting on the progress of Canadian Teamsters in the brewery and soft drink industries, and providing updates on recent negotiations, organizing drives and bargaining climate in Canada, was Louis Lacroix of Teamsters Local 1999.

Delegates were welcomed to California by Chuck Mack, president of San Francisco Teamsters Joint Council 7, who brought them greetings from Western Conference Director Jesse Carr and filled them in on recent activities of the conference. "Jesse has started to make moves that are long overdue to get this conference going and moving in the direction it should go," Mack said, adding that coordination and communication will help ensure our success in today's anti-union environment.

anadian Conference Director and IBT Vice President Edward L. Lawson also attended the sessions and told the policy board, "There

are serious problems facing the world, but with leaders like Jesse Carr, who has built a model of trade unionism in Alaska, and General President Presser, we will restore the International Union back to the days of greatness where it belongs."

Lawson described the Teamsters' success with the brewery workers merger in Canada and the rewards that affiliation brought Canadian workers from other brewery unions there.

"While some decided not to come, the best did, including current Brewery Conference officers like Louis Lacroix and Ray Bartolotti, both of whom have risen to national posts within the Canadian Conference of Teamsters," Lawson noted.

"And from that base of 3,000 brewery workers, the conference has succeeded in attracting 10,000 in many related crafts to Teamster ranks through intensive organizing and the example of strong trade unionism. Those who went with other unions are scattered to the winds. That's an interesting commentary on how good a merger can be where you stay intact, with division integrity," Lawson noted.

Philip Sipser, legal counsel to the conference, provided an absorbing analysis of the Supreme Court's NLRB vs. Bildisco decision and its potential impact on labor unions. He also detailed other recent court decisions that adversely affect union negotiations and representation, including decisions affecting strikers' language on picket lines and a recent NLRB finding that seriously limits unions' rights to protect employees from runaway employers.

Teamsters Legislative Director David Sweeney brought the brewery officers an important status update on key legislation affecting their division, including pending bottle legislation, bills pending on beer franchising (S.1680 and HR 2262), and an update on S. 336. He reiterated the need for an attack on the

Bildisco decision, filling the policy panel in on pending legislation that could reform the bankruptcy process and minimize the impact of the decision for organized labor.

Sweeney told delegates frankly that "there simply is no way we can survive on a political or economic basis in the labor movement representing workers unless we work in concert."

He emphasized that in all our fights, from Congress to the state legislatures and county councils, the DRIVE program revitalized by General President Presser will make a difference, IF officers and members give the program their total support. and all affiliates participate, work hard in getting a DRIVE checkoff into their contracts. and reemphasize the importance of DRIVE to their members. Sweeney concluded, "No trade unionist today can afford to forget you are political, whether you want to be or not!"

eamsters Department for Retiree Affairs Director Norman Greene brought delegates news about the growing IBT retiree division, which now encompasses more than 350,000 Teamster retirees nationwide.

Speaking of the many services available to retirees through the division, Greene noted the many ways in which retirees can help the International, citing as an example their overwhelming response to a TITAN message from head-quarters on the Bildisco situation.

Greene urged every Teamster local to get active in organizing their retirees, forming retiree chapters, and utilizing this invaluable Teamster resource.

In other business, appointments of new members were made to fill several vacancies on the board, and the vice presidents voted to hold the 1985 Brewery and Soft Drink Conference convention in Montreal, Canada, leaving the choice of dates open.

Teamsters' Organizing Is On-the Move

s the Teamsters keep up their aggressive organizing pace, the IBT Organizing Department is kept busy hopscotching around the country and lending a hand where needed, be it a public employees' drive in Ohio, a nursing unit that needs a little expert advice in the East, or even just fielding a phone call from a local that's organizing clericals and has a question on a procedural point. To be successful at organizing, you have to be there when people need you. That has always been one of the keys to the Teamsters' organizing prowess.

In one of the first big wins since the Organizing Department was restructured last year, Long Beach-based Public **Employees Teamster Local 911** recently attracted more than 300 Santa Monica city workers to Teamster ranks after a fivemonth organizing drive. In doing so, the local outballoted UTU, the California League of City Employees Assn. (CLO-CEA) and the Statewide Employees Association by a clear

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Helping staff the housekeeping and maintenance departments at Occidental College, designated as the medical center housing area for this summer's Olympic Games in Los Angeles, will be some of the new Teamsters. The new Teamster bargaining unit, in all, consists of workers in more than 60 job classifications and a number of work locations.

Local 911 Secretary-Treasurer Arlene Mordasini reports that the election was won handily, but as do most organizing drives these days, involved months of delay caused by legal and technical difficulties.

"The Santa Monica employees worked long and hard to become Teamsters," Mordasini said. "We had a strong, dedicated organizing committee and the active participation of the entire Local 911 staff, with assistance coming not only from Teamsters Joint Council 42 and the Western Conference, but the IBT's Organizing Director Vicki Saporta as well.

Local 911 has already conducted meetings on contract proposals and stewards' elections and hoped to get its negotiations off the ground quickly. Santa Monica's workers were among the lowest paid employ-



Pictured above are some of the proud new Local 911 Teamsters from Santa Monica with officers of their local. Below, Murphy and Carroll (kneeling, center), pose with some of their new Local 46 Korean members.



ees in Southern California when the Teamsters arrived, but Mordasini says the Teamsters intend to change that fact.

IBT staffers also lent their assistance to two other successful drives in recent weeks, resulting in wins by Local 695 with two large trailer companies in the Madison, Wisconsin area, to add another 300 to Teamster ranks.

Elsewhere, the IBT Brewery and Soft Drink Conference reports that with a lot of input from the conference, New York Teamsters Local 46 successfully conducted and won an organizing campaign among workers at the Tri-Dent company. This campaign followed the initiation of a new bottle recycling law in New York State that sets a deposit charge on all beer and soda containers and requires the collection and recycling of empty bottles and cans. In the wake of the legislation, several new companies were spawned, catering to this enterprise. Now, we have 62 new Teamster members, thanks to Local 46 President Kenneth Carroll's decision to go after the new firm.

He and Soft Drink Workers Conference Organizer Vincent Murphy faced an interesting sidelight during the campaign, however, and that was how to communicate with the employees, 60 of whom are Korean, with only two speaking any

English.

The undauntable Teamsters solved the problem by communicating with the workers and urging them to sign Teamsters cards with the assistance of a Korean translator, who delivered their organizing pitch with great success.

he Supreme Court dealt organized labor a serious blow in mid-February when it ruled that a company can unilaterally reject portions of a valid collective bargaining agreement once it files for bankruptcy and not be charged with an unfair labor practice charge under the federal National Labor Relations Act (NLRA).

Unless Teamsters and other unionists are successful in persuading Congress to enact changes in bankruptcy laws to counteract the ruling, it could have disastrous consequences for all of organized labor. The ruling is dangerous because it opens the bankruptcy courts to any company in the nation that decides it wants to union-bust, or for any other reason avoid a union contract.

Subject of the controversy was NLRB versus Bildisco, a case involving a small New Jersey building supply firm and former Teamster-employer. The high court ruled that Bildisco was within its rights when, in 1980, as it was petitioning for bankruptcy, it broke a contract with Teamsters Local 408, which had represented its employees for many years.

The matter came to the high court's attention after Bildisco, in filing for reorganization under the bankruptcy laws in April 1980, refused to honor its bargaining agreement and later sought a federal bankruptcy court ruling totally voiding the The Teamsters contract. fought the decision, of course, taking the action to the National Labor Relations Board, where they obtained a ruling that the company had engaged in unfair labor practices.

In December 1980, Bildisco formally asked the bankruptcy court for permission to void its union contract, and a year later, a Trenton bankruptcy court allowed the company to do so. Both Local 408 and the National Labor Relations Board challenged the contract cancellation, saying it violated fed-

Bildisco Decision Packs a Wallop!

eral labor law, which bars employers and unions from unilaterally changing contracts in mid-stream. They also argued that the company should have been required to bargain with the union over the changes in the contract and that the bankruptcy court should have applied a stricter standard in deciding whether to cancel the pact. Instead of requiring the company to show merely that the contract was "burdensome," they argued, the court should have required proof the firm couldn't survive unless the contract was voided.

The bankruptcy court's decision was upheld at the district and circuit court levels before reaching the Supreme Court.

Today, under Chapter II "reorganization," Bildisco continues to operate without a union contract and with court protection from creditors' lawsuits. The bankruptcy court required the company to pay off only 15 percent of its debts. Employees' union-won pension and health and welfare plans were among the "creditors" shortchanged by the court's division of assets.

Unions, which had looked to Congress to set the standards for bankruptcies and interpret any possible impact on labor agreements, instead saw the high court hand down a ruling that was tremendously broad and scathing in scope. In its decision, the court reversed a longstanding policy of the NLRB and held unanimously that a company could be freed from its union contract if the company can show the contract burdensome and not in the best interests of the business.

A company, the court decided, did not have to prove that its demise was imminent, should it be required to honor the contract. Waiting until failure was at the door denied the company the flexibility it needed to survive, the court decided.

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Going farther, however, and with much more damaging repercussions, the justices decided in a 5-to-4 decision in the same case that once the company filed for bankruptcy and was awaiting a ruling from the court, it is free to break its collective bargaining agreements with labor. Once again, the court argued that troubled businesses needed flexibility, adding that "reasonable efforts" should be made to work out a "voluntary modification" between labor and management. In other words, offer employees anything and if they don't accept, that's too bad, the company made the effort.

abor unions suddenly found their agreements no longer enforceable contracts. Further, they found that the NLRB, formerly the protector of workers' rights under the National Labor Relations Act, now took second place to a bankruptcy court.

With bankruptcy already becoming too popular a tactic among companies like Manville, Braniff, Continental and even Greyhound, Teamsters General President Jackie Presser responded immediately. He termed the ruling disastrous, saying, "The Supreme Court's decision severely undercuts the rights of workers, previously thought to be guaran-

teed under the National Labor Relations Act.

"The decision unfortunately gives a blueprint to unscrupulous employers who will utilize the bankruptcy proceedings to destroy collective bargaining agreements and the accrued rights of the workers, built up over many years of service to their employers," he added.

The Teamsters Union immediately swung into action to persuade Congress to correct this erosion of workers' rights.

Strong Teamster outcries and a massive lobbying effort quickly ensured this will be one of the key issues for 1984.

lready, several pieces of legislation have been introduced in Congress that would restore protections for workers under the bankruptcy laws.

One of these, H.R. 3, was introduced by Congressman Peter Rodino (D-NJ), chairman of the House Judiciary Committee. Rodino termed the Supreme Court decision a "puzzling misreading of congressional intent." His bill, if enacted, would require that bankruptcy courts swiftly consider and rule on any effort by a company to abrogate its contract with a labor union.

The bill also would establish a standard under which it would be much more difficult for companies to break their union contracts. The measure would, for example, permit a contract to be voided only if it were shown to be a direct threat to the continued existence of a company and the jobs of its employees. The legislation would prohibit companies from breaking their labor contracts before gaining court approval.

n meetings coast-to-coast, Teamsters began discussing the decision, and swinging into action. Teamsters legislative and governmental affairs representatives quickly mobilized members for a write-in campaign that in little more than 24 hours produced 30,000 telegrams, vehemently opposing the court's decision and urging Congress to countermand it.

At the Teamsters Brewery and Soft Drink Conference in mid-March, Conference Counsel Phil Sipser and Legislative Director Dave Sweeney gave a detailed analysis of the court's ruling and summarized legislative actions being taken to remedy the problem.

In explaining how the Bildisco decision might affect Teamsters, both men agreed. "You now have the proposition of sitting at the bargaining table, and if the employer says, 'I want to engage in concession bargaining and asks for a 50% cut in wages, and you say 'baloney,' he can say 'fine.' 'Number l, I will transfer the operation and take it to a non-union place or plant that pays lesser wages, or, Number 2, 'Okay, I am going to file Chapter Il.' He fills in one sheet of paper and the contract is over for all purposes. Arbitration, health and welfare, everything. The question of what protection ERISA gives employees has not been argued yet, but the employee and union may have nothing to say about it."

eamsters General Secretary-Treasurer Ray Schoessling has been clear in his opinion of the decision. "It gives them (employers) the right to abrogate the union contract."

In addition to increasing use of the bankruptcy reorganization ploy, unions should expect to see demands for concession bargaining by other employers and other overlap effects as bankruptcy causes trouble among other employers. It gives them a magic wand to wave, while trying to exert control over workers.

Workers who have spent a lifetime helping their employers build a business, as things stand now, can lose everything with a stroke of the pen. Is it any wonder labor is concerned?

WHAT DID NLRB vs. BILDISCO SAY?

he Supreme Court ruling in NLRB vs. Bildisco, written by Justice William H. Rehnquist, came in two parts. The justices agreed unanimously on the first part, but split 5-4 on the second.

In the first part, the court said the bankruptcy court had the right to invalidate the labor contract, just as it can void other types of business contracts. It said such a cancellation is legitimate if the company proves the contract burdensome and if the benefits of voiding it outweigh the drawbacks.

The court ruling did not make survival of a business the standard for rejecting a labor contract. Instead, the decision allowed for rejection of the contract "if the debtor can show that the collective bargaining agreement burdens the estate and that, after careful scrutiny, the equities balance in favor of rejecting the labor contract."

In the second part, the court's majority ruled that a company doesn't have to abide by its labor contract between the time it files for bankruptcy and the time a bankruptcy court rejects the agreement. That portion of the ruling, written by Justice Rehnquist, was approved by a 5-4 vote. He was joined by Chief Justice Warren Burger and Justices Sandra Day O'Connor, John Paul Stevens and Lewis Powell Ir.

The dissenting opinion, written by Justice William J. Brennan, Jr., and joined by Justices Byron R. White, Thurgood Marshall, and Harry A. Blackmun, argued that the second part of the opinion conflicted with the first.

The dissenting justices said that allowing companies to unilaterally breach contracts before approval by a bankruptcy court would "spawn precisely the type of industrial strife" that the National Labor Relations Act was intended to prevent.

Teamsters' UPSers Ensure They're A Part of Political Process With New DRIVE Checkoff

eamsters employed by United Parcel Service, Inc., the union's single largest bargaining unit, achieved a first in February, when their employer agreed to a weekly national checkoff for DRIVE, the Teamsters' political action committee.

Following the agreement reached by Teamsters General President Jackie Presser with UPS, DRIVE contributions became a week-to-week payroll item for UPSers, making it much easier for them to contribute to DRIVE than with the annual checkoff program they formerly had.

At a conference of all UPS locals within the Southern Conference, held in Fort Lauderdale, Fla, in mid-March, International Representative W.C. Smith III and DRIVE Director Wallace Clements explained the new program conceived by General President Presser and described how it is being implemented. Clements was clearly excited about this checkoff breakthrough, since it is expected to draw many new members to DRIVE and pump thousands of additional dollars into the DRIVE program each year to help the Teamsters elect our friends and defeat our enemies in the U.S. Congress. A dollar or two a week donation is a lot easier to come up with than \$100 once a year," Clements said, "so we really expect to see some great results, thanks to this joint effort."

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Similar meetings have been scheduled by UPS Negotiating Committee Co-Chairman Dan Darrow, at which delegates from Teamster locals within the Eastern, Western and Central Conferences will be apprised of the new program and its benefits.

Clements emphasizes that the success with UPS is just the first victory in the union's continuing effort to get all of our people involved with DRIVE. "Our people are ready to go!" he declares.

At a brewery conference policy session early in March, both Teamsters General Secretary-

Treasurer Ray Schoessling and Legislative Director Dave Sweeney had urged brewery officers to attempt to incorporate weekly DRIVE checkoffs into their own agreements, when they begin their national negotiating sessions with major brewers.

Teamsters' enthusiasm for the DRIVE program nationally is growing, as are the fund coffers. And with those donations, we plan to have a strong impact on key legislative races, both within Congress and the state legislatures. Political action is the watchword for 1984. We will be heard!



WOTE

A Right & A Responsibility

his fall's general elections will, more than any contests in recent history, determine how workers fare for the next four years.

Anyone within the labor movement today can sense the overwhelmingly anti-union atmosphere that is being fostered around the country by big business forces. With not only the presidency, but all House seats, more than 30 Senate seats and numerous governorships up for grabs, it thus becomes a necessity, if not an obligation, for us to participate in the political process, make our voices heard, and exercise our right to choose those we want to represent uspreferably those who have workers' interests at heart.

For the past three months, states across the land have been holding primaries and caucuses to select delegates for the important party conventions this summer. From May until

September, most will be holding congressional primaries so voters can choose candidates to represent them on Capitol Hill and in the state legislatures.

Last fall, Teamsters General President Jackie Presser declared this the year of the involved Teamster, and asked every IBT member not only to join DRIVE, our political fund-raising arm, but to REGISTER, and above all, VOTE in the primaries and fall election.

We are proud to note that DRIVE's coffers are filling, thanks to members' determination to have a say in policies that affect us. Now, we hope the same can be said of their determination to voice their choices in the political process.

On the following pages of International Teamster, we have printed a comprehensive Voters' Guide, containing information on both when the key races are being run and how and where

Teamsters and their families can register to vote.

We urge you to utilize this information, to register early and to go to the polls, both for the primaries and in November.

Your vote is one of your most precious rights as an American citizen. If you waste it by failing to utilize it, you really don't have any right to gripe when things don't go labor's way legislatively.

Teamsters, together with their wives and husbands, children and other family members, represent a voting bloc of easily 10 million people. Those voices, raised in unison, can make a ruckus loud enough to be heard from Alaska to Florida, California to Capitol Hill. Let's get together on the issues; let's get united; and let's deliver the message this fall, that LABOR WILL BE HEARD AND HEEDED. It all starts with you!

1984 Election Key Dates

			U.S. CONGRESS			STATE LEGISLATURE				
OTATE	PRESIDENTIAL PRIMARY,	CONGRES- SIONAL PRIMARY	FIRST A STATE	NO. OF REPRE- SENT-		UPPER HOUSE		LOWER HO		IC
STATE Alabama	March 13 (P)	September 4	Howell Heflin (D)	ATIVES 7	No No	None	TERM 4	ELECT None	18	E RI
Navallia		September 25*	Howell Hellill (b)		NO	INOTIC		IAOHE		qa
Alaska	March 15 (C)	August 28	Ted Stevens (R)	1	No	10	4	40		di
Arizona	April 14 (C)	September 11	No	5	No	30	2	60		da
Arkansas		May 29 June 12*	David Pryor (D)	4	Bill Clinton (D)	18	4	100		ne
California	June 5 (P)	June 5	No	45	No	20	4	80		Id
Colorado	May 7 (C)	September 11	William L. Armstrong (R)	6	No	19	4	65		2 d
Connecticut	March 27 (P)	September 11	No	6	No	36	2	51		ana 10
Delaware	March 14 (C)	September 8	Joseph R. Biden Jr. (D)	1	Pierre S. du Pont IV (R)	10	4	41		ona 10
Florida	March 13 (P)	September 4 October 2*	No	19	No	20	4	120		bn
Georgia		August 14 September 4*	Sam Nunn (D)	10	No	56	2	180	101 500000000	on no
Hawaii	March 13 (C)	September 22	No	2	No	13	4	51		br
daho	May 24 (C)	May 22	James A. McClure (R)	2	No	35	2	70		or no
Illinois	March 20 (P)	March 20	Charles H. Percy (R)	22	No	20	4&2	118		20
Indiana	May 8 (P)	May 8	No	10	Robert Orr (R)	25	4	100		201
lowa	Feb. 20 (C)	June 5	Roger W. Jepsen (R)	6	No	25	4	100		20
Cansas	March 24 (C)	August 7	Nancy Landon Kassebaum (R)	5	No	40	4	125		2h
Kentucky	March 31 (C)	May 29	Walter D. Huddleston (D)	7	No	None	4	100		20
ouisiana	May 5 (P)	September 29 November 6*	J. Bennett Johnston Jr. (D)	8	No	None	4	None		4
Maine	March 4 (C)	June 12	William S. Cohen (R)	2	No	35	2	151		21
Maryland	May 8 (P)	May 8	No	8	No	None	4	None		4)
Massachusetts	March 13 (P)	September 18	Paul E. Tsongas (D)	11	No	40	2	160		21
Michigan	March 17 (C)	August 7	Carl Levin (D)	18	No	None	4	110		2
Minnesota	March 20 (C)	September 11	Rudy Boschwitz (IR)	8	No	None	4	134		2
Mississippi	March 17 (C)	June 5 June 26*	Thad Cochran (R)	5	No	None	4	None 43		
Missouri	April 17 (C)	August 7	No	9	Christopher S. Bond (R)	17	4	163		2
Montana	March 25 (C)	June 5	Max Baucus (D)	2	Ted Schwinden (D)	25	4	100		2

^{*} Runoff Date

Voter Registration Information

UR	3		REGISTRATION DATES				
RI	10 RESIDENCY		FOR	FOR GENERAL			
T	REQUIREMENT	REGISTRATION DEADLINE	PRIMARY	ELECTION	WHERE TO REGISTER		
	days	10 days before election	Aug. 24	Oct. 26	county court house		
	days	30 days before election	July 29	Oct. 7	state election office, city & borough clerk, precinct registrar		
	days	50 days before election	July 23	Sept. 17	county recorder, justice of the peace, deputy registrars		
	ine	20 days before election	May 8	Oct. 16	county clerk, other designated places		
	days	29 days before election	May 7	Oct. 9	office of registrar of voters or co. clerk, before deputy registrar, Dept. of Motor Vehicles, Post Offices		
	l days	32 days before election	Aug. 10	Oct. 5	any county or city clerk's office, or branch offices		
	ina fide residence to durational req.	14 days before primary 21 days before election	Aug. 28	Oct. 16	town clerk or registrar of voters, session of bd. of admission of electors, public sessions, crosstown & door-to-door registration		
	ona fide residence no durational req.	21 days before primary 3rd Sat. in Oct.	Aug. 18	Oct. 20	county department of elections, other designated places		
	one	30 days before election	Aug. 4	Oct. 6	with supervisor of elections, or branch offices		
Section 2	ona fide residence no durational req.	30 days before election	July 16	Oct. 9	county board of registrars		
	one	30th day before election	Aug. 16	Oct. 9	any county or city clerk's office, Lt. Governor's office		
September 1	ona fide residence no durational req.	5 days before election	May 11	Oct. 26	county clerk or precinct registrar		
September 1	10 days	28 days before election	Feb. 21	Oct. 9	county clerk's office, office of the Board of Election Commissioners during precinct registration days or anytime by precinct registrars		
	2one	29th day before election	April 9	Oct. 8	Bd. of Voter Registration, clerk of circuit court, before deputy registrar, certain institutions		
California or	2one	10th day before election	May 26	Oct. 27	Office of County Commissioner, public bldgs., or anyone may distribute forms		
Section 1	2) ust be registered a close of registration		July 17	Oct. 16	county election commissioner's office, county clerk		
	20 days	30 days before election	July 30	Oct. 8	county clerk's office		
	4lone	30 days before election	Aug. 30	Oct. 13	office of registrar of parish		
	210 durational req.	Election Day Registration	Election Day	Registration	before registrar of voters, board of registration, justice of peace, or notary public		
	4iona fide residence no durational req.	29 days before election	April 9	Oct. 8	local board of supervisors of elections, public libraries, other designated places		
	210 durational req. Must be res. at close of registration	28 days before election	Aug. 21	Oct. 9	city or town hall, or registrar will visit disabled, special out-of-office sessions		
	210 days	30 days before election	July 9	Oct. 9	city or township clerk, Sec'y of State branch office		
To the second	220 days	20 days before election Election Day Registration	Election Day	/ Registration	city hall or other public place designated by official at polls election day, city clerk, county auditor		
	430 days	30 days before election	May 5	Oct. 6	county registrar or city clerk		
	2 none	28 days before election	July 11	Oct. 10	county clerk's office or office of board of election commissioners		
	230 days	30 days before election	May 6	Oct. 7	co. clerk & recorder's office, with deputy registrar, co. election administrator		

1984 Election Key Dates

			U.S. CONGRESS						
	PRESIDENTIAL	CONGRES-		NO. OF		- 21	ATE LE	GISLATU	Al
	PRIMARY, CAUCUS	SIONAL PRIMARY		REPRE- SENT-				LOWER	HE9
STATE	DATES	DATE	ELECT A SENATOR	ATIVES	ELECT A GOVERNOR	ELECT	TERM	ELECT	
		May 15	J. James Exon (D)	3	No	25	4	(unica	me
		September 4	No	2	No	10	4	42	days
	<u> </u>		Gordon J. Humphrey (R)	2	John H. Sununu (R)	24	2	400	days
	June 5 (P)		Bill Bradley (D)	14	No	None	4	None	days
New Mexico	June 5 (P)	June 5	Peter V. Domenici (R)	3	No	42	4	70	durati
New York	The state of	September 11	No	34	No	61	2	150	days
		June 5*	Jesse A. Helms (R)	11	James B. Hunt, Jr. (D)	50	2	120	days
North Dakota	March 14-28 (C)	June 12	No	1	Allen I. Olsen (R)	26	4	106	days
Ohio	May 8 (P)	May 8	No	21	No	16	4	99	days
		August 28 September 18*	David Lyle Boren (D)	6	No	24	4	101	durat
Oregon	May 15 (P)	May 15	Mark O. Hatfield (R)	5	No	15	4	60	days
Pennsylvania	April 10 (P)	April 10	No	23	No	25	4	203	days
Rhode Island	March 13 (P)	September 11	Claiborne Pell (D)	2	J. Joseph Garrahy (D)	50	2	100	days
South Carolina		June 12 June 26*	Strom Thurmond (R)	6	No	46	4	124	ha fide) dura
South Dakota	June 5 (P)	June 5	Larry Pressler (R)	1	No	35	2	70	he
Tennessee	May 1 (P)	August 2	Howard H. Baker Jr. (R)	9	No	16	4	99	days
Texas		May 5 June 2*	John G. Tower (R)	27	No	15	4	150	days
Utah	April 16 (C)	August 21	No	3	Scott M. Matheson (D)	14	4	75	days
	April 24 (C)	September 11	No	1	Richard A. Snelling (R)	30	2	150	ne
	March 24-26 (C)		John W. Warner (R)	10	No	None	4	None	dura
-		September 18	No		John D. Spellman (R)	25	4	98	days
Washington, D.C.	May 1 (P)	May 1		1 delegate					days
West Virginia	June 5 (P)	June 5	Jennings Randolph (D)	4	John D. Rockefeller IV (D)	17	4	100	days
Wisconsin	April 7 (C)	September 11	No	9	No	16	4	99	days
Wyoming	March 10 (C)	September 11	Alan K. Simpson (R)	1	No	16	4	64	na fi o du
American Samoa	Mid-April (C)	November 6							
		September 1		THE REAL PROPERTY.					
		March 18							0 da
-		September 11							

^{*} Runoff Date

Voter Registration Information

ATUI	URL		REGISTRATION DATES		
VER	RESIDENCY REQUIREMENT	REGISTRATION DEADLINE	FOR PRIMARY	FOR GENERAL ELECTION	WHERE TO REGISTER
nica	ne	2nd Fri. before election	May 4	Oct. 26	county clerk or election commissioner
12	days	30 days before election	Aug. 4	Oct. 26	office of county clerk, registrar of voters, or volunteer deputy registrar
00	days	10 days before election	Sept. 1	Oct. 27	board of supervisors of the checklist or town or city clerk
ne	days	29 days before election	May 7	Oct. 9	county bd. of elec. or ofc. of municipal clerk, out-of-ofc. sites, mobile vans
0	durational req.	42 days before election	April 24	Sept. 25	office of county clerk or by deputy registrar
0	days	30 days before election	July 13	Oct. 6	county board of elections, or at local registration meetings 2 days as designated
20	days	21 business days before election	April 10	Oct. 16	office of county board of elections
6	days	Not required	Registration	Not Required	The state of the s
9	days	30 days before election	April 9	Oct. 8	county board of elections office or other legally designated sites
1	durational req.	10 days before election	Aug. 17	Oct. 26	county election board or office of voter registrar
0	days	anytime incl. Election Day	Election Day	Registration	county clerk's office, other designated places
3	days	30 days before election	March 12	Oct. 9	county board of elections, court house, municipal buildings, libraries
0	days	30 days before election	Aug. 11	Oct. 6	local board of canvassers
4	na fide residence durational req.	30 days before election	May 12	Oct. 6	county board of voter registration office
0	ne de la companya de	15 days before election	May 21	Oct. 22	city or county auditor, township or town clerk, municipal finance officer or notary public
9	days	30 days before election	July 3	Oct. 6	county election commission office or with precinct registrar, post offices, other designated places
0	days	30 days before election	April 5	Oct. 7	county tax assessor-collector, deputies, county elec. administrator, co., clerk, Sec'y of State
5	days	10 days before election	Aug. 16	Nov. 1	county clerk's office or with registration agent, other designated places
0	ne	17 days before election	Aug. 25	Oct. 20	town or city clerk
ne	durational req.	31 days before election	May 12	Oct. 6	in presence of general registrar of city or county or assistants, various locations
8	days	30 days before election	Aug. 18	Oct. 6	county auditor's office, deputy registrars
	days	30 days before election	April 2	Oct. 8	District Building, public libraries
0	days	29 days before election	May 7	Oct. 8	county clerk, magisterial sittings, certain institutions
9	days	2nd Wed. before election Election Day at polls	Election Day	Registration	municipal clerk or bd. of elec. commissioners in counties where registration is required
4	na fide residence o durational req.	30 days before election	Primary Day Registration	Oct. 6	city or county clerk's office
	0 days	120 days before election	100		inscription centers established by local commission of elections
					Approximate the second



Campaign '84: The Stake

ampaign year 1984, unlike most in recent memory, held so many surprises, it was all voters could do in the early months of the Presidential race to keep up with them.

For the Republicans, the January 29 announcement by incumbent President Ronald Reagan that he would seek reelection this fall, with George Bush as his running mate, took all the surprise out of that contest, with only the Republican National Convention in Dallas, Tex., this August necessary to confirm the choice.

For the Democrats, however, it was a far different process.

By the time 1984 began, eight candidates had announced their intent to seek the Democratic nomination. The wideopen field was joined by former Florida Governor Reuben Askew, Senators Alan Cranston of California, John Glenn of Ohio, Ernest Hollings of South Carolina and Gary Hart of Colorado, along with former Vice President Walter Mondale, Rev. Jesse Jackson, and a familiar face, former South Dakota Senator George McGovern, taking a second run at the brass ring of the presidency.

As the weeks went by and the Democratic selection system ground on, primaries and caucuses narrowed the field. After Idaho's caucuses and New Hampshire's primary, first in the nation, three contenders conceded defeat. Alan Cranston was the first to succumb to the high cost of seeking the presidency, followed quickly by Er-

nest Hollings and Reuben Askew, both of whom had learned that a good early showing was essential to winning financial

support.

As they were left by the wayside, frontrunner Walter Mondale, who had begun what was expected to be a triumphant march to the Democratic nomination, faced a setback of his own when New Hampshire voters gave Gary Hart their nod instead. It was quickly noted by the media that nobody from either party has been elected President since 1952 without winning this important early primary, although voters have backed the eventual Democratic nominee only four of eight time in the same period.

A few weeks later, the inevitability of Mondale's choice was more seriously questioned as the Maine caucus, Vermont "beauty contest" and Wyoming caucus took place, with Gary Hart pulling some surprise wins

out of the hat.

Like the 10 little indians, as the weeks went by and voters voiced their preferences, the field was whittled down.

By "Super Tuesday," as it was called, pundits had predicted that a Democratic candidate would be known, but by the time the votes were tallied, all it had done was muddy the water a bit more. Nine states held primaries and caucuses on March 13, in the largest single day balloting of the '84 campaign. By day's end, Hart and Mondale had divided the spoils with other contenders taking

strictly 'also ran' status. Of the primary states, Hart carried Massachusetts, Rhode Island and FLorida (for his first big state win), while Mondale won voters in Alabama and Geor-

gia.

Following Super Tuesday, it was George McGovern's turn to concede defeat, although he won kudos from political watchers as he did so for a candidacy that had brought unity to the party and forced attention to the issues, instead of the personalities. The South Dakotan's senior statesman status at the San Francisco Democratic Convention seemed assured.

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Before the Illinois primary, one of the first major industrial state contests faced by the contenders, Senator Glenn, strapped for funds, also removed his hat from the ring.

And then there were three. Even as Illinois' votes were tallied, the candidates were vowing it would be a race to the finish for Walter Mondale, early choice of the AFL-CIO, the well-performing Senator Hart, and Rev. Jackson, the favorite son of black voters. That battle promised to be a grueling marathon, ending at the San Francisco convention center this summer.

At the least, Jackson hopes to play an essential part in making blacks' voices heard on the issues contained within the party platform as convention time nears, while Hart and Mondale will settle for nothing less than the top slot.

The long primary process was a grueling ordeal. The final



word, however, was delegates, and on March 26, the rankings stood at:

MONDALE — 629;

HART — 357;

JACKSON — 61;

OTHERS — 72.

By the end of that fateful month, a total of 1,687 delegates, or nearly half the number to be chosen for the national convention, had been selected in 32 primaries and caucuses. Everyone knew, however, that turnarounds could affect the totals, especially in the western states, where Hart should run strongest.

As for the Teamsters, it's been strictly wait-and-see since last fall. General President lackie Presser stated then that the union would remain neutral and uncommitted, at least through the Democratic and Republican nominating conven-

Teamster leaders intend to address both party platform committees, state our goals for labor and the nation, and then see what the parties decide on, in terms of a national agenda, before committing ourselves to either party or any candidate. There is too much at stake for labor in Election 1984 to take anything for granted. Working together, we will attempt to have a say in redirecting our nation's priorities and making workers' interests number one again.



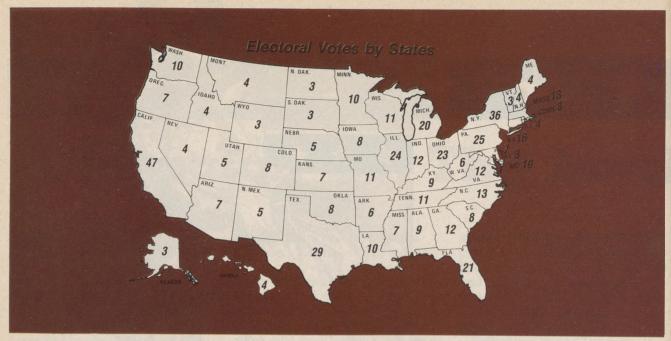
J.C. 7 Teamsters Straw Poll Results

orthern California Teamsters early on in Campaign '84 took their own straw poll of all the candidates in the race at that time. Their tally, which included all this year's announced candidates, showed Walter Mondale leading in the January 20 balloting, with President Reagan running a close second.

The balloting reflected the views of Teamsters from more than 33 Northern California Teamster local unions, with more than 75,000 members. Also participating in the poll were members of four locals affiliated with Teamsters Joint Council 38 in the Sacramento and San Joaquin Valley areas. The polling was done by the Northern California Teamster.

Joint Council 7's announced results were as follows:

40.2%
31.9%
10.6%
7.1%
4.6%
3.2%
1.4%
.7%
.3%
100.0%



ith a total of 538 electoral votes up for grabs, how each state swings this fall will make a crucial difference in who wins the presidential nomination.

A winning presidential candi-

date will have to amass at least 270.

While the Democrats go through their selection process, therefore, it's a sure bet President Reagan and his campaign team are eyeing each state's trends very carefully, calculating the odds, looking for pockets of apathy, and noting key issues on which to capitalize, once the race swings into top gear.

Make your vote count.

Community Service: A Teamster Tradition

ypical of Teamster officers who contribute so much to their communities and our membership around the country is Howard "Whitey" Bennett, president of Teamsters Local 294 of Albany, N.Y., who was recently the recipient of Israel's Solidarity Award, presented by the State of Israel Bonds Organization.

Bennett, a 31-year Teamsters veteran, in addition to managing the affairs of his members and serving on two union pension trusts, also serves on a number of civic panels, among them the Albany Area Economic Development Program, Cornell University's Labor Studies Advisory Board, the American Red Cross Board, the Albany Human Rights Commission and the Albany Urban League Board of Directors.



Here the Teamster is shown being presented his award by, from left, Congressman Sam Stratton; Abi Ben Ari, Israeli diplomat to the United Nations; Bennett with his award; Eitan Evan, regional chairman, State of Israel Bonds; Norman Brickman, dinner co-chairman and

president of D. Brickman, Inc., and Chuck Bentley, dinner co-chairman and secretary-treasurer of Teamsters Local 294. Honorary chairman of the event was International Vice President and Joint Council 16 President Joseph Trerotola.

Good News Travels Fast to Retiree

he International Brother-hood of Teamsters Department for Retiree Affairs never realized what a truly international scope it had, until its director, Norman Greene, began a continuing correspondence with a former Teamster Local 391 member now residing in Wickford, Essex, England.

Somehow, Brother I.M. Thompson learned of the new retirees division at headquarters a few months back and wrote, asking to be put on the mailing list to receive their newsletter and all information about the division's activities. Quickly, Greene dispatched him a membership card (since he definitely has "at-large" status for now), along with a retiree bumper sticker, membership pin and other paraphernalia especially created for our Teamster retirees. He also had Brother Thompson put on the mailing list for both International Teamster and the International Teamster Retiree News, the division's quarterly

newsletter.
Greene was surprised and pleased at the Teamster's dedication, but thought little more about it. Then, along came another letter from Brother Wickford, this time a request for registration materials for DRIVE, the Teamsters' political action committee. It seems our English brother had read of the department's commitment to DRIVE in a newsletter and he wanted to be among those actively involved in the program.

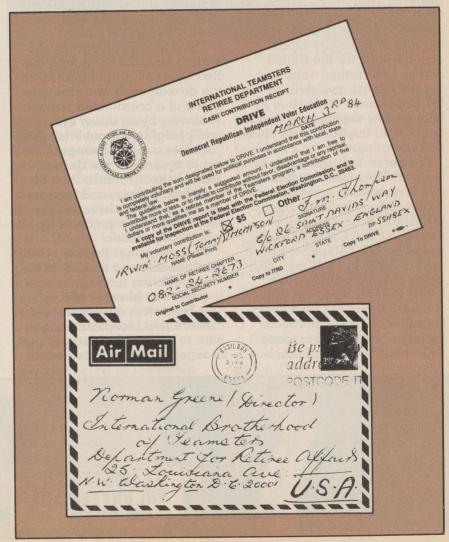
Greene, of course, quickly dispatched Thompson's DRIVE membership card to him and forwarded his \$5 to International headquarters.

Greene tells us that while this international flair is a little unusual, it's indicative of the zestful involvement retirees have with DRIVE. With more than 350,000 Teamster retirees across the country and new Retiree Chapters being formed daily, retirees are proving that they KNOW the importance of being involved politically.

"When I can walk into a union hall and meet with retirees, as I did recently at one local, and walk out with over 50 percent of them signed up on DRIVE checkoffs to bring back to headquarters, even though these people face their own problems with pensions, Social Security and medical costs, that tells me our retirees are politi-

cally savvy. I tell you, this retiree division is going to be one of the movers and shakers in the union, as far as political activism is concerned," Greene says. "Informational picketing, handbilling, lobbying, my troops are ready."

If you want to be one of retiree division's political activists, and have not yet contributed to DRIVE, just write Greene a note. He promises to dispatch a Retiree Department DRIVE application to you by return mail. He wants every Teamster in this International Union involved. Are you?



Teamsters & Red Cross Form Unique Partnership

Red Cross President Richard Schubert and IBT President Jackie Presser per

Red Cross President Richard Schubert and IBT President Jackie Presser pen the agreements as Paul Locigno, Norman Greene and Red Cross personnel watch.

he International Brotherhood of Teamsters, in a dramatic exhibit of its community concern, on March 22 signed an historic document, pledging with the American National Red Cross mutual support and solidarity in formulating a total voluntary blood donor system for the United States, and further, volunteering the talents and skills of the IBT Department for Retiree Affairs and its members in coordinating and implementing disaster relief programs.

Present at the signing ceremony at Teamsters headquarters last month were American National Red Cross President Richard F. Schubert, and a number of Red Cross officials, including Gil Tills, a vice president of ARC; Dave Oliver, director of labor participation; Bobby Baines, assistant director of disaster services; and Doug Poncelow, a regional director for labor participation; along with the IBT's general presi-

dent, Jackie Presser; Retiree Affairs Director Norman Greene, and Governmental Affairs Director Paul Lociano.

Two statements of understanding signed during the session symbolized the Teamsters' dedication to this cause.

The first was an agreement stating both the union and the Red Cross's "mutual interest in the development and strengthening of a coordinated national voluntary blood donor system," and pledging mutual efforts to "achieve a total voluntary blood donor system for the United States, effective utilization of the blood supply, and improved access to the national supply of blood and blood products by all who require them."

At the signing, Presser noted that patient need should be the "only criterion for those receiving blood or blood products." The Teamsters also expressed concern that blood centers adhere to uniform licensing standards to ensure the safety of re-

cipients, and urged that blood and blood products be made available without charge for the blood itself, and at the "lowest possible cost consistent with high quality service for all aspects of collecting, processing and distributing." ci

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The second agreement pledged Teamster retirees as a first line of defense, both in terms of disaster preparedness and relief efforts in all disaster situations, and provided the terms for a broad framework of cooperation between the organizations at the national, state and local levels.

Thus, in times of hurricane, tornadoes, storms, floods, earthquakes and blizzards, it may become an everyday occurrence to see our retirees among those participating in relief efforts. Interested Teamster retirees will be serving on local Red Cross disaster committees, where they will participate in studying disaster hazards of particular areas, surveying lo-



cal resources for personnel, equipment and supplies, including transportation and emergency communications facilities available for disaster relief, and helping formulate plans for relief operations, should a disaster occur.

Within disaster affected communities, union volunteers can assist in many other ways—with registration, service in shelters, help with feeding, transportation, surveys of the area and the like during emergency periods. Unionists also will be working with the Red Cross to help assess damage and actually do some of the immediately needed repair work in emergency situations. They also could undertake first aid training and myriad other services.

To fulfill this function, Teamster retirees around the country will be mobilizing and participating in training and preparation programs, and utilizing concerned members as an active part of disaster action teams.

The agreement also calls for the use of union facilities in local areas in times of emergency, "if previously agreed to at the local level." Since many of our affiliates have generously volunteered such assistance countless times in the past, this is expected to result in a tremendous network of disaster centers available nationwide, should they be needed in time of emergency.

Both the International Union and the Retirees Department also pledged their "sympathy" and support of the American Red Cross during special appeals and campaigns for funds at times of disaster to be applied to the costs of its relief services in behalf of victims.

It seems fitting that Teamsters, who have probably the best-honed skills in the nation for the movement of people, products and service, should now be tapped to put these skills to work aiding with Red Cross relief efforts.

IBT Public Employees Director Lets Fly At State Capitol



Cuomo (left) hears Feinstein out on supervisors issue at the legislative breakfast.

arry Feinstein, director of the Teamsters Public Emplovees Division and principal officer of Teamsters New York Local 237, one of our largest public sector affiliates, minced no words recently in telling New York Governor Mario Cuomo what he thought of Metropolitan Transportation Authority Chairman Robert R. Kiley's suggestion that Civil Service and union membership be eliminated for all supervisors and managers in New York City's transit system.

Addressing the annual legislative breakfast of the Public Employee Conference of which he is chairman, Feinstein said of the governor's appointee before an audience that included Cuomo, "Such an attack on the public employee supervisors in this state is unwarranted, uncalled for and a pure cheap shot."

Feinstein added that Kiley's remark would arouse the "ire of

the public employee unions in the state and make it more difficult for Kiley to reach rapprochement in other important areas of business" with the city's unions.

Cuomo, who followed Feinstein as a speaker, said that "he was limited in what he could do," but later suggested that Kiley might have made a mistake by speaking out on the position before he had a full written proposal to make.

Kiley's initial remark came in a speech in which he noted that of the 49,000 employees of the city's Transit Authority, he could only hire and remove about 200 to 300 because the rest were protected by Civil Service and union agreements. Feinstein, in the audience during that address, said he "went berserk" when he heard the remark. "He chose a management forum to beat them up. That's no way to do business."

Information Center: Focus of IBT Outreach Efforts

f you want to know who's in, who's out, who earns what and why in corporate America, the Teamsters Information Center, under the direction of Ann Thompson, can tell you—

fast and accurately.

What began as the library of the International Union many years ago has grown and changed during Thompson's 22-year tenure with the union. It has expanded in scope to the extent that today it is the nerve center for Teamster information retrieval operations and research services and represents one of the nation's finest collections about employer activities, union-busting consultants, labor relations and much more.

Additionally, it is the the home of the Teamsters' Archives, a long established, yet newly revitalized adjunct within the Information Center that serves as a repository for Teamsters memorabilia, mementos, historical photos and other artifacts that document our proud eight decades of progress.

Officially, the department is charged with providing assistance to all Teamster affiliates in obtaining any data they need for their negotiations and/or organizing efforts. The department also provides day-to-day information services to all departments of the IBT, utilizing the mammoth resources of the Teamsters' library, extensive data bases and collective bargaining agreement files.

Facts about collective bargaining agreements, employers and labor related issues are but a few of the requests handled daily by Thompson and her dedicated staff of ll as they work to provide timely, in-depth information not only to our headquarters, but to all our conferences, joint councils and more than 750 affiliates around the country.

With locals averaging more than 200 requests per month for in-depth studies of employers and surveys of agreements, Thompson estimates that it takes her expert staff an average of a week to process a detailed inquiry on a privately held company, 2 to 3 days to dispatch an agreement request, and perhaps three or four weeks to give an affiliate a complete rundown on any publically held or regulated company. "That would include, however, a complete financial analysis of the parent company and a subsidiary," Thompson notes, and "would give the local seeking the information complete background information on every aspect of their operation, including detailed earnings and benefit data for the corporate officers, corporate profits and expected growth, their organizational structure, including branches and subsidiaries, and their labor relations record. It would be a complete corporate profile—a total picture of their operations."

A local going into contract negotiations also can be provided with a complete package of information relating to national wage rates, company finances, comparable collective bargaining agreements and sample contract language and, therefore, be armed against even the most challenging employer across the table.

ployer across the table.

"With that information," she adds, "a local knows exactly what it confronts when it begins an organizing drive or sits down at the bargaining table. There will be no surprises and our people can negotiate from strength, not weakness."

To fulfill this important information function for the locals, the Information Center staff handles each request individually, poring over the in-house

contract bank, availing themselves of more than 300 on-line computer data bases dealing with business and labor-related issues and utilizing the center's extensive library, which consists of more than 20,000 volumes on labor-related issues, the library's business directory collection, its host of labor and business journals, together with the extensive in-house files on corporations developed by the staff.

The department, which was totally restructured last April after Jackie Presser came on board as general president, sees its function as one of catering to every need of our affiliates. "If our department doesn't have it, one of our people will find it," Thompson says of the dedication her staff puts into tracking down obscure publications, special trade journals and complicated statistics.

Two of her chief assistants, Librarian Susan Strehl and Agreements Supervisor Maryellen Roethel, who is responsible for maintenance of the collective bargaining agreements data base, know that an answer to an information request is valuable only if it is timely, and therefore, strive to process tough requests rapidly.

Speaking of the changes that have occurred since the department's reorganization, Thompson notes, "It's a challenging job. Our services have been widely promoted in the past year and are much more widely used. Local unions are being encouraged to avail themselves of our services and our workload in handling requests has quadrupled. That signals both that there was a vital need for the information we can provide and, we are told, that they are finding the documentation we provide very helpful."

Speaking of today's information explosion, Thompson notes that the union's utilization of highly advanced technological approaches such as computerized information storage and retrieval and filing of Teamster













Clockwise from top left: Deanna Rapee checks the department's TITAN terminal, local unions' easier means of access to (RSH), the Teamsters' Information Center, and its stores of knowledge.

Here, Susie Jordan, secretary to the director, takes yet another request over the phone at headquarters.

Below, Mary LoBianco, George Kapanoske and Nancy Kylis here check the contract bank before doing a contract analysis for one of our affiliates. (Betty Hudson is responsible for keeping those contracts in order but wasn't available for this photo.)

Maryellen Roethel and Ann Thompson check a microfiche reader for the location of some badly needed information on a union-buster a local is encountering.

Nannette Boudreaux, the Information Center cataloger, has at her fingertips the location of every document within the department's voluminous collection.

Librarian Sue Strehl's data base search can reveal everything a local ever wanted to know about a company in record time. She is assisted in the library by Vicki O'Coin and Jan Keup. contracts in our own databanks for immediate reference are just two of the ways today's premier labor union functions in the high-tech world with which so many large businesses are familiar.

Speaking of the Teamsters' increasingly sophisticated tools, Thompson notes, "This information explosion and all the new research tools which are becoming available are enabling us to do a better job. I think in this department we have better resources than any other union in the nation for finding information about employers. Not only can we access newspapers, wire services and business periodicals to track down information relevant to our locals, but with our agreement data bases, we can select agreements that are directly comparable," she adds, "and show current developments in wages and benefits in particular industries with similar bargaining units. Thus, those going into negotiations are well aware of new developments within an industry, company or region. We can also back up our data with statistics to show both national and local employment and earnings trends and can translate these in terms of both our agreements and what's happening to the economy in general."

Thompson's academic credentials are impressive, including a Bachelor's Degree in Economics, a Master's Degree in Information Science, and extensive post-graduate work in labor relations studies. Through a number of professional affiliations, she outreaches to key business and labor groups throughout Washington and the nation. From her observations as a member of such prestigious groups as the Industrial Relations Research Association, National Economists Club, Labor

(Continued on page 27)

Past Is Prologue, And the Teamsters Archives' Job is Ensuring That Our History Isn't Forgotten

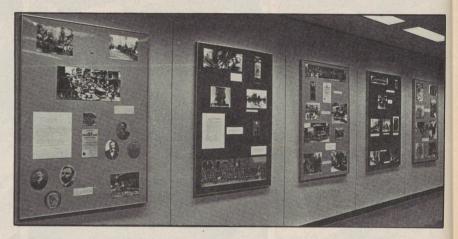
nother adjunct of the Information Center is the Teamster Archives, which has been in existence for many years, but is only now turning its efforts forcefully to acquiring for our collection a truly first-rate sampling of items emblematic of all our Teamster crafts from 1903 until today.

This mammoth undertaking is seen as an interesting challenge by Thompson, whose curiosity about the Teamsters and their traditions were fully awakened back in the mid-1970s when she researched the volume, "Teamsters All," for delegates to the 1976 Teamsters convention.

While some items from our collection already grace the lobby of the annex building at Teamster headquarters in Washington, Thompson plans a full-scale museum in the lobby of that building, where visitors can view mementos from our past and share the Teamsters sense of history and pride in jobs well done.

A letter recently was dispatched from IBT headquarters to all local unions asking for their support in making the National Teamster Museum a reality.

"We want to show the early Teamster heartaches and struggles, as well as the long, hardwon victories that have led to justice and a better way of life for American working men and women," General President Presser wrote, in asking members and their local unions alike to participate and donate contributions to the archives. He noted that each item will bear a placard indicating the name of the donor, his/her local



and the history of the article, with all items on loan to the union, unless the owner volunteers to make it a permanent gift. He concluded, "We want the museum to depict all stages in our history, growth and development...and intend the museum to be a tribute of unparalleled proportions to all Teamsters, past and present."

Thompson says she would like the Teamster collection to have changing exhibits that can display the incredible diversity and complexity of the industries that employ our members. To do this, she needs photos, and especially, memorabilia from members' jobs. Such items as caps, hats, other parts of uniforms, items symbolic of a trade, such as wagon or truck wheels, parts of a horse's harness, early milk or beer bottles, toys associated with the industry-all would be of interest and curiosity. If they could be acquired, they would be displayed, as the Smithsonian Institution does, in front of enlarged photographs depicting the work situation or craft.

Already the archives has more than 2,000 historical pho-

tos, files on more than 300
Teamster newspapers and
newsletters dating back to the
1930s, and a vast array of recent
convention memorabilia, including buttons, badges, banners and the like.

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The Information Center director says one of her immediate goals is to acquire taped oral histories from our Teamster retirees and older members, to chronicle the history of the Teamsters and keep for posterity the memory of such events as the "Bloody Friday" labor dispute in Minneapolis, Minn. and other benchmarks of our history, before the principals involved pass from the scene.

Teamsters who have any items they would like to contribute to the archives are urged to contact Thompson. Her department has a long list of other items in which they also are interested, including old newsletters, "Buy American" signs, Labor Day placards and a wide assortment of other labor-related items. Here's your chance to be remembered for posterity, Teamsters, and clean out your closets at the same time!

INFO CENTER

Department Research Advisory Council, Washington Labor History Society, American Society for Information Science and the Coalition of Labor Union Women, she has seen the facilities other unions and businesses have to offer. In terms of information services she says, "I know of no other union in the country that can compare to ours. Ours are just so much more extensive."

"We are unique," she adds. "We stand head-and-shoulders above the rest, because officers of this union made a strong commitment to the members many years ago. They foresaw the coming technological age and knew that to remain competitive, we would have to keep ahead of the game. Our library and research services reflect that dedication to quality, especially in terms of service to the affiliates. No other union in the nation tries to service the needs of its locals to this extent," she adds proudly.

For the future, Thompson says, "all signals are go. We intend to keep on expanding our facilities to make this the most authoritative research source available for information on labor issues and business trends. We also plan to expedite our response time on the numerous requests which we handle each month.

The department is currently developing its own on-line data base of National Labor Relations Board (NLRB) election results, which affiliates will be able to access as needed. This will enable us to profile organizing efforts in an industry or geographic area and instantaneously check on results, providing our organizing teams with new organizing leads and areas that might prove fertile territory for Teamster target efforts.

Another project about which the staff is excited is the department's growing collection of information on union-busters. "Armed with all the information we can gather on where they work, who employs them, the materials they use in instructing management on how to keep the union out, and costs to the employer, we think our organizers will be able to counter the growing anti-union trend being fostered by big business in this country. We in the Teamsters will be formulating approaches to thwart their innuendoes," Thompson says, "and this department is at the vanguard of that effort."

The Information Center also develops a lot of information on relevant labor issues in answering requests from IBT departments, she adds. Two recently compiled surveys, for example, analyzed cost containment in health care benefits and unionization in the health care field.

"Given the strong backing of our leaders that we have, the potential for what we can do is extremely exciting," Thompson says. "Our capabilities are limited only by the imaginations of our people in the field, and with a whole army of bright, creative officers and members out there in the local unions, we see only great things ahead, not only for this department, but for the entire International Union. The sky's the limit," she affirms.

Pa. Conf. of Teamsters Established

eamsters within the state of Pennsylvania celebrated recently the founding of their own statewide conference, after the IBT granted Teamsters Joint Councils 40 and 53 a charter to activate the new Teamsters body.

Presenting the charter to James M. Beros, president of Joint Council 40, and John P. Morris, president of Joint Council 53, on February 6 was IBT Vice President Maurice R.

The new Teamster conference joins nine other such bodies within the International Union, and is expected to ably represent the interests of Teamsters from 51 local unions within the state.



Above, V.P. Schurr (center) congratulates Beros (left) and Morris on the chartering of the new Teamster conference.



Our Legal Counsel Says . . .

(NEWS OF NOTE TO TEAMSTER LOCALS)

"Union-Buster" Monitoring Program Established

he IBT has established a program to monitor the activities of labor consultants, the "union-busters" of the 1980's.

The Labor-Management Reporting and Disclosure Act of 1959 (Landrum-Griffin Act) requires that labor relations consultants, including attorneys, file reports with the Secretary of Labor if they seek to persuade employees regarding the exercise of their federal right to organize and collectively bargain. These requirements are designed to ensure that labormanagement relations be conducted in full public view.

In recent years, there has been a dramatic increase in management's use of consultants to deny employees their right to join a labor union. These consultants are a severe threat to the IBT and organized labor in general because of their unscrupulous, well-financed, and sophisticated "union-busting" techniques.

To combat management's extensive use of consultants, the IBT has established a program where the Legal Department

will monitor the activities of such union-busters. The program is designed to acquire evidence, in an effective and comprehensive manner, of the consultants' "persuader" activities. The consultant may operate under a variety of titles: labor relations specialist, attorney, human relations specialist or communications expert. This evidence will allow our attorneys to bring legal action against the union-busting organizations that are illegally hampering the organizing and collective bargaining activities of the IBT and its members.

In order for this program to be effective, the Legal Department needs the close cooperation of our members and local union officials. "Persuader" activity may, but does not have to, include the following:

- A. A speech to employees arguing that they should not sign a card or join the union;
- B. Persuading members to vote against the union or against a strike;

C. Conducting surveillance activities of union organizers or supporters; or

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D. Organizing an antiunion demonstration or "Vote No" campaigns.

If the consultant (as distinguished from the employer, management personnel or supervisors) directly engages in any "persuader" activities, the member should, as soon as possible, write down the precise details: date, location, what was said and who else was present. It is critical that the consultant directly participate in the activity. The information should IMMEDIATELY be taken to the local union, where it should promptly be communicated to the IBT, either by telephone, letter or TITAN:

Call: IBT, Legal Dept.

(202) 624-6945

Attn: Union-Buster Progra

TITAN: IBT, Legal Dept. (IUMR)

Letter:

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25 Louisiana Avenue, N.W. Washington, D. C. 20001 Attn: Union-Buster Program

An IBT attorney will evaluate the information as a basis for legal proceedings against the union-buster, especially if a pattern of conduct can be established.

The IBT stands ready to help you, in a joint effort, to challenge the modern union-busters and preserve the right of all workers to freely join a union.

NLRB Allows Relocation **During Contract**

he National Labor Relations Board (NLRB) recently ruled that it was not an unfair labor practice for a company, during the term of the contract, to relocate its operations from a union facility to a non-union facility after the employees rejected the company's demand for a reduction in wage rates. The Board upheld the right of the Milwaukee Spring Division of Illinois Coil Spring Company to cut labor costs, even though its labor contract with the UAW was still in effect, by closing its unionized Milwaukee plant and moving operations to its non-union plant 70 miles away.

Under this decision, only if the collective bargaining agreement specifically prohibits removal of work during the term of the contract will the employer be barred from this eco-

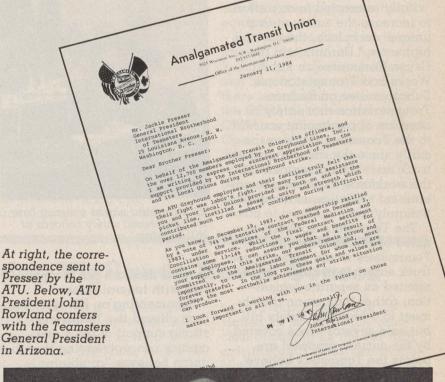
nomic blackmail.

Although an appeal from this decision is pending, the IBT is recommending that local unions negotiate language in their collective bargaining agreements to prohibit specifically this type of violation. The International Union has furnished our local unions with model contract language to deal with this issue.

ATU Remembers Teamsters' Support & Says Thanks!

eamsters' solidarity and support helped save the day during the Greyhound Bus Lines strike, and Amalgamated Transit Union officers didn't forget it. ATU President John Rowland not only sent **Teamsters General President** Tackie Presser a warm letter thanking him for our members' support, but also met personally with him in Phoenix, Ariz., recently before Presser ad-

dressed the "America Works When America Works Conference," sponsored by the Industrial Relations Research Association Conference. Unionists know, obviously, that Teamsters' support can make the difference and can be counted on. whenever our brothers and sisters from other unions need us. With the Teamsters, "brotherhood" is not just a slogan; it's a way of life!





'More Can Be Done,' Durham Says in Hill Truck Safety Testimony

everal pieces of truck safety legislation, strongly supported by the Teamsters, are under consideration by both the Senate Commerce, Science and Transportation Committee, and the House Committee on Public Works and

Transportation.

Testifying before each committee, on behalf of the Teamsters, was IBT Safety and Health Director R. V. Durham. Noting that the Teamsters are "vitally interested in any effort to increase the safety of that unique workplace, the nation's highways," Durham told the House Committee on Public Works and Transportation's Subcommittee on Surface Transportation that safety issues are of paramount concern to the Teamsters Union, especially since the risk of injury to truck drivers as a segment of the workforce, according to government statistics, is disproportionately high.

The Teamsters' spokesman noted of HR-2693 that the Teamsters would prefer to see truck safety legislation implemented as separate legislation, rather than as an attachment to a highway safety bill, but said several areas covered by the current proposal are points the Teamsters believe are essential to truck safety.

Seen as essential by the Teamsters are clear regulatory authority to protect both the public and the driver; powers to enter and inspect, and right of accompaniment; the duty to investigate the complaints of employees using the worker as the first line of detection for unsafe operations; a penalty structure allowing DOT to levy civil forfeiture fines for violation of safety regulations; annual inspection requirements aimed at

the reduction of accidents due to mechanical defects; a mandate for truck occupant crash protection and a joint DOT/ NIOSH study of the health hazards associated with commercial truck operation; and a provision to allow states to adopt additional or more stringent safety rules and regulations, as



IBT's Durham makes a strong case for heightened safety concern at Hill hearing.

long as they are not inconsistent with federal rules.

Commenting on HR-4519, Durham offered the Teamsters' strong support of the superagency concept, saying that the union believes "combining NHTSA and BMCS into the proposed National Traffic Safety Administration will give motor carrier safety increased visibility within the Department of Transportation and foster more coordination in rulemaking." Durham added that the new agency's effectiveness could, the Teamsters believe, be enhanced by strong report language that clearly sets out its goals and functions, including designation of an Associate Deputy Administrator for Motor



Carrier Safety and the retention of all key motor carrier safety departments as separate entities within each group, as has been proposed by DOT.

On the Senate side, Durham voiced strong support for key provisions of S.2174 before members of the Senate Commerce, Science and Transportation Committee's Subcommittee on Surface Transportation.

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These included provisions that: provide regulatory authority with a clear mission to protect both the public and the driver; provide powers to enter and inspect and the right of accompaniment; mandate the duty to investigate complaints of employees using the worker as the first line of detection for unsafe operation; and provide a penalty structure allowing DOT to levy civil forfeiture fines for violations of safety regulations.

The Teamsters lauded four additional provisions of S.2174, namely those providing for a joint DOT/NIOSH study of the health hazards associated with commercial truck operation; annual inspection requirements of Section 12 which would reduce accidents caused by mechanical defects; the heavy truck research mandated and funded by Section 14; and the investigation and study of crash protection for truck occupants.

The Teamsters' commitment to safety remains strong, and as Durham noted in both testimonies, the Teamsters promise full cooperation in promoting passage of a protective truck safety bill this year.

IBT Applauds New EDB Rules

eneral President Jackie
Presser expressed his approval of the latest of the
Environmental Protection Agency's (EPA) actions concerning
the use of the pesticide Ethylene Dibromide (EDB). That action restricts the use of EDB on citrus and some tropical fruits, effective September 1, 1984.

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The IBT has for many years been involved in concerted efforts to control this suspected carcinogen which poses a health hazard to Teamster members employed in grain and citrus handling, warehousing and transportation industries. Having experienced considerable 'foot-dragging' by the federal Occupational Safety and Health Administration (OSHA), representatives of the IBT began working closely with EPA in an effort to persuade the agency to restrict the use of this deadly chemical as a fumigant. On March 2, 1984, EPA announced its action on citrus fruit, which in effect, will prohibit the domestic use of EDB on citrus except on citrus commodities destined for export. In

a settlement agreement with EPA and the citrus industry, the IBT was successful in obtaining a commitment that workers treating, handling and transporting EDB-treated export commodities will be protected. The settlement agreement specifies that all workers applying the fumigant will be required to wear NIOSH approved respirators, all trucks hauling fumigated commodities to warehouse storage will be aerated for the duration of the transit, boxes containing EDB-treated citrus will be labeled accordingly, and OSHA and EPA will issue a memorandum of understanding to ensure that each agency will cooperate and enforce the provisions of the settlement to the full extent of its jurisdiction.

This latest development brings the EDB controversy near to a close. The IBT is still looking to OSHA, however, to take action on protecting workers exposed to EDB during the handling of tainted grain, and during manufacturing and formulating of leaded fuel.

ON NOISE

HE IBT has asked the Occupational Safety and **Health Administration** (OSHA) to withdraw its new enforcement directive on the noise standard which would allow hearing protectors as the primary method of compliance for exposures in the 90-100 dBA range. OSHA issued the directive on November 9, 1983, after a U.S. Court of Appeals for the Ninth Circuit held that engineering and administrative noise controls could not be required under the standard without comparing relative costs and effectiveness of these methods with personal protective equipment.

In a letter to Assistant Secretary of Labor Thorne Auchter, R. V. Durham, director of safety and health, maintained that there is no legal necessity for the OSHA directive and that OSHA's application of the Ninth Circuit ruling to a nationwide directive is "unwarranted on jurisdictional grounds." The IBT believes that the directive will have an adverse impact on the health of workers.

Dept.'s Watchdog Vigilance Never Ceases

he Bureau of Motor Carrier Safety Administration (BMCS) will begin rulemaking on a requirement that the new 102-inch wide trailers permitted by the Surface Transportation Assistance Act of 1982 be equipped with 102-inch wide axle/tire tracks. This action is in response to an IBT petition to the agency to promulgate such a requirement.

In the IBT petition of November 3, 1983, R. V. Durham, director, IBT Safety and Health Dept., cited recent studies by DOT contractors which clearly show that stability can be improved up to 30% by using the 102-inch wide track. The IBT

maintains that a 102-inch wide axle/tire track requirement is especially needed in light of the fact that the Truck Trailer Manufacturers Association (TTMA) recently rescinded a recommended practice calling for tire tracks to be the same width as the trailers, after objections by the railroads.

The National Motor Carrier Advisory Committee recognized the need for an axle/tire track regulation and passed a resolution at the March meeting calling for the Secretary of Transportation to carefully examine the safety consequences of building and operating a newly mandated 102-inch wide vehicle

on a 71½-inch long axle designed for 96-inch wide vehicles. Speaking on the 102-inch axle/tire track issue before the Motor Carrier Advisory Committee, Durham stated that, "if there is an increase in safety of 30% on rollovers—and we lost close to 1,000 drivers last year—then we're going to insist that safety be taken advantage of."

The IBT has also petitioned the National Highway Traffic Safety Administration (NHTSA) to promulgate a rule consistent with a BMCS rule on 102-inch wide axle-tire tracks. According to agency officials, NHTSA will begin rulemaking on the matter as well.

CONSUMERS CORNER

of your favorite socks, but it's something else entirely when you can't find the canceled check for \$2,800 that would prove to the Internal Revenue Service that you installed home insulation and qualify for an energy tax credit. Organizing important tax-related and financial papers throughout the year can save time and money when filing your tax return.

Canceled checks are just some of the important papers needed to compute your taxes. Other proof of transactions, including bills and receipts, can help minimize the tax bill by keeping track of deductible expenses. Stuffing the bottom drawer of a desk with these and other documents is not the way to prepare for tax season if you want to get the most out of itemized deductions.

Record-keeping for tax purposes has become a year-round job which requires special files and some effort. Unless it is controlled throughout the year, it can deteriorate into a mad paper chase days before you file your returns. And you're sure to miss out on important deductions, credits and adjustments, not to mention the proof necessary to justify them if you are audited by the IRS.

Records are not only vital for current returns; they could have a bearing on calculating capital gains taxes when you sell your home years from now. Taxpayers are advised to keep their returns for as long as ten years. There is a six-year statute of limitations if you haven't reported income amounting to more than 25 percent of the income on the return. However, be advised that there is no statute of limitations when a return is false or fraudulent or when no return is filed.

DRNER

1040 U.S. Individual Income Tax Religia 1981

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Itemizing deductions is made a lot easier by keeping careful records of expenses. This is even true of sales tax deductions. If you have made a number of costly purchases over the past year, your actual sales tax expenditure may be greater than the deduction shown in the tax tables. Receipts for charitable contributions and proof of the business use of your car should be filed for retrieval at tax time.

Medical and dental expenses are deductible this year only if they exceed 5 percent of your adjustable gross income. Keep complete records of your fees for doctors and dentists, hospital services, hearing aids, eyeglasses, and drugs to figure out if you qualify. Moving expenses may qualify as a tax adjustment if the move is job-related. Also, save receipts for union dues, purchases of small tools and supplies, uniforms and subscriptions to trade and professional journals. They may qualify as deductible employee expenses.

iles should contain records of financial investments made during the year. These include IRA or Keough Plans and employee benefit contributions. Earnings information on mutual funds, stocks or bonds, their dividends or splits, information on whether the bonds are tax-free or not should be kept with your W-2 forms and other earnings statements, including those from pension and annuity funds you have received.

Some documents should be held for future tax purposes. These include home improve-

ment receipts, record of land transfer taxes, mortgage documents, and a list of the purchase price, closing costs and selling costs of your last home. House records of capital improvement are necessary for calculating capital gains or losses when you sell.

The following expenses are generally deductible and records of them should be kept:

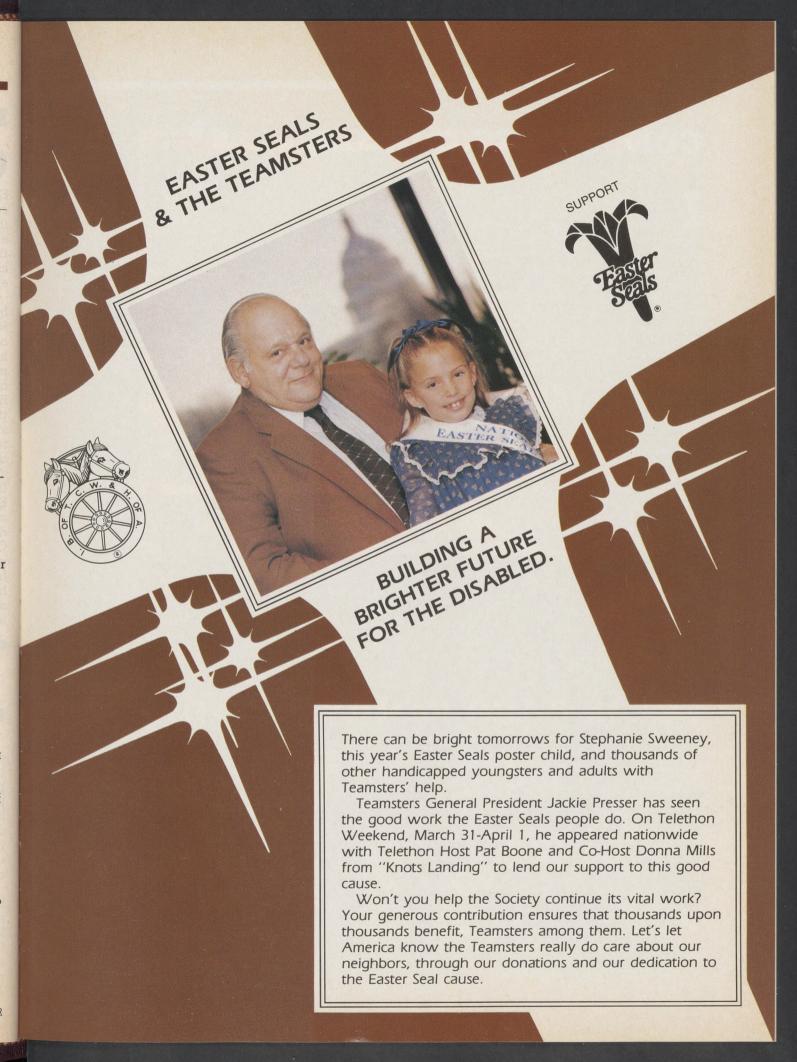
- Fees for doctors and dentists;
- Fees for hospital services;
- Medical and hospital insurance premiums;
- Items like hearing aids, false teeth, etc.;
- Medicines and drugs.

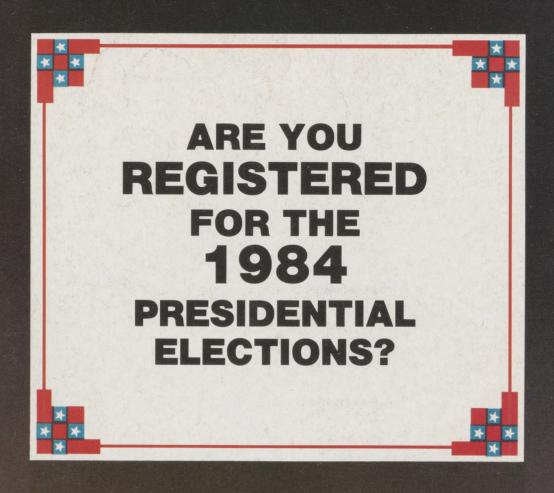
If you are planning on applying for tax credits, keep all your receipts for political contributions, energy conservation and child/disabled dependent care.

If you develop this record-keeping habit, you can more easily improve your net worth. In about an hour, you can list your assets, your obligations and subtract your debts from the assets. The total figure will then be your net worth. A net worth statement can serve to guide you for the year ahead. It will show whether you are ahead financially and, if not, what are the reasons for lack of progress.

The rule of thumb, for current tax purposes anyway, should be "when in doubt, keep it." To ensure its manageability, update your files every month.

For more guidance on what to keep, you may wish to get the U.S. Treasury Dept.'s Publication 552, "Recordkeeping Requirements and a Guide to Tax Publications." It is available free at local IRS offices.



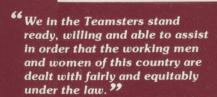


INVEST IN YOUR FAMILY'S FUTURE JOIL





**Heavy-handed threats to file for bankruptcy in order to coerce sacrifices from
employees have become a stock weapon
in management's arsenal against labor. It
is a threat to the entire system of collective bargaining...and, we believe, to the
basic structure of the American
economy. ***





44 The Supreme Court's decision in Bildisco, if allowed to stand, will have disastrous consequences for the working men and women of this country and the health of the American economy. ??

Excerpts from Teamsters' General President Jackie Presser's Testimony before a Special Joint Session of the Committee on Labor and Human Resources and the Judiciary Committee of the United States Senate.

THE PRESIDENT'S MESSAGE

he Supreme Court's recent Bildisco decision, as we in the Teamsters feared, is having a devastating impact on unions in this country by hamstringing rights formerly guaranteed workers under the National Labor Relations Act. Such action has, as we feared, provided a blueprint to unscrupulous employers who would utilize the bankruptcy laws to destroy collective bargaining agreements, and with them, the accrued rights workers have built up over the years.

Since mid-February, when the High Court acted, employers have been resorting to this despicable, yet now completely legal tactic with increasing frequency, and throwing out benefits and contracts workers struggled a lifetime for, along with

the union shop.

As I told a joint Senate committee at a hearing on April 10, we have seen a blizzard of "heavy-handed threats by employers to file for bankruptcy in order to coerce sacrifices from employees." Such efforts are becoming a "stock weapon in management's arsenal against labor" and are establishing a "very dangerous threat to the entire system of collective bargaining."

The picture I painted was a dismal one, but one the Senate panel had to see if it was to realize the urgency of the situation and get legislation enacted to protect this nation's hard working men and women.

The Senate hearing had been convened to iron out a compromise that would address labor's needs. An extension had earlier been approved extending expiring legislation that funds the nation's bankruptcy courts to al-

low legislators time to get acceptable language embodied in the legislation. A House bill voted out earlier to achieve the same aim had proved unacceptable to the Senate; thus, the negotiations began anew.

The Teamsters were the only union represented by an elected official at the day-long hearing convened in early April. Although I felt like the Lone Ranger, as I told the panel, that only emphasized the duty I felt to be persuasive in presenting the necessity for getting this oppressive law changed.

During the hearings, I recounted for the senators from the Judiciary and Labor committees the facts about the onslaught of bankruptcies we in the Teamsters have faced in the wake of this court decision in the two short months since it

was handed down.

"Tucker, IML, Mason-Dixon, Midwest Emery, I can name 50 today, Senators. How much time do you have?" I asked, in detailing the companies that have asked for concessions or signaled their intent to file for bankruptcy in recent weeks. And those didn't even include the problems we're facing with airlines, manufacturing companies and countless others who, one by one, are taking this now easy solution, while denying our members their rights and dismantling our contracts.

"We would be happy to meet with any committee, to work day and night, to work out a compromise acceptable to anyone," I assured the group, but equity must come now.

Employers are taking advantage of things we have fought strenuously for over the years. Health and welfare, ERISA. From the General President



Jackie Presser

withdrawal liability, pensions, seniority. As companies shut down, they are no more. They are threatening our people, intimidating them, squeezing the life out of them.

A key first step is ensuring that we have a right to sit down and discuss any issues that will affect our members, find common grounds and solve our problems. Terminating agreements and hiring new employees with no benefits and no guarantees is not the answer.

Until workers can again negotiate their contracts in good faith, with assurances that they will be binding contracts—for both management and labor, we won't rest.

Fraternally,

Jackie Trusser

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.





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22

Board Approves ITU Merger at Quarterly Meeting

Also looks at economic picture for the year

ITU Sessions Focus on Merits of Merger with IBT

11 mini-conventions target the issues

- Jackie Tells It As It Is Before the Senate 6 Bankruptcy hearings site for plain talk
- Krueger Teamsters Give Printing Its Style 9 Local 274 members do it right
- 12 Texas Political Rally Sets Stage for '84 DRIVE comes alive as spirits rise
- Solidarnosc: Workers Have a Dream 14 With our support they can achieve it
- Teamsters Bare Their Books to the Public 15 '83 finances show stable posture
- The Teamster Team: Research Department 20 Leading the IBT in new directions
- Teamsters Give Liberty A Face-Lift 22 Build scaffolding for renovations
- 23 New York Teamsters Strike MCI First big communications battle since dereg.
- Phelps Dodge Teamsters Battle Rages On 24 10 month strike continues in Arizona
- 26 High Blood Pressure: Treat It & Live Take the time to care about your health

Editorial material should be addressed to: Teamsters Union, Communications Department, 25 Louisiana Ave., N.W., Washington, D.C. 20001

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TRADES NO CONTENTS 4

Teamster Board Approves ITU Affiliation; Looks at Economic Picture for Year

n a pro forma vote preceding the May 16 International Typographical Union ratification vote, the IBT General Executive Board in its regular quarterly meeting unanimously approved the merger agreement.

The vote took place following a presentation by Carmen Parise, director of the Newspaper Drivers Division, on the status of the merger following successful presentations by the IBT staff to various ITU gatherings in several cities throughout the country. Parise noted that those who have attended the scheduled merger conventions, of which there are 11 planned before the May 16 vote, were very impressed with the Teamster proposals and have, for the most part, been enthusiastic about the merger agreement.

The General Executive Board perused the various materials that have been used as part of the "merge kits," including brochures, posters, buttons, bumper stickers and highlights of the merger document itself.

In addition, the Board was shown new Teamster posters and materials as Communications resources that are available for affiliates and members for use in organizing and education.

On another agenda subject, the Board was presented with extensive graphs and charts relating to current economic trends, including the U.S. trade deficit, export-import trends, U.S. and world industrial production, as well as unemployment figures and projections and correlating figures for interest rates and inflation.

"These charts were prepared

so that Teamsters can make an informed judgment about economic indicators to see where we stand now, where we have been, and where we project we are heading in the near future. They will play an important part towards any Teamster endorsements in the approaching '84 election," General President Jackie Presser stated.

In his prepared report to the Board Jackie said, "I want to emphasize again that we must stage a massive effort to get Teamsters registered to vote and actively involved in DRIVE before the election. If we could expand UPS's just a dollar or two a week campaign nationwide, that would give us the money we need to carry a lot of weight in key congressional and state legislative races, as well as the presidential election. That will be a major goal between now and November." lackie said.

In his review of his first year in office, Jackie highlighted many of the innovations and changes within the IBT and announced that Norman Weintraub, the union's chief economist, had recently conducted a survey of all IBT health and welfare and pension funds, comparing contribution rates, recent increases, and the amounts necessary to ensure adequate maintenance of benefits in coming months and years.

He also reported that the IBT Education Department is continuing to provide training programs for officers, business agents and stewards of various affiliates. Such programs are already planned well into the balance of this year.

Jackie also told the Board that the demand for material from the IBT Information Center under the direction of Ann Thompson has doubled in the past year. He reported that the IBT was procuring new sophisticated equipment to handle the great load to facilitate all affiliates and members.

Finally, Jackie reported on his recent testimony before a joint Senate session of the Judiciary and Labor committees on the recent Bildisco ruling by the Supreme Court and the bankruptcy law as it has been affecting Teamster members and other union workers. Presser was the only labor official to appear before the Senate hearing representing the plight of workers in various bankruptcy cases.

The Board also heard Secretary-Treasurer Ray Schoessling report on the financial state of the union and current membership figures.

IBT Director of Research Mary Ann Keeffe gave an in-depth report on a Commission on Work study that Jackie had ordered to look at the unemployment situation with a goal to put Americans back to work and provide job retraining programs for those seeking to enter the workforce in new capacities.

Director of Government Affairs Paul Locigno, Legislative Director Dave Sweeney and DRIVE Director Wallace Clements reported on areas reflecting their recent work in government operations and Congress.

IBT Vice President Walter Shea also reported in-depth on his recent mission to El Salvador as an impartial election observer for the U.S. government.



at

ITU Sessions Focus on Merits of Merger With the IBT

would prefer a handshake deal with Jackie Presser over a signed contract with many people I know," said International Typographical Union Secretary-Treasurer Thomas Kopeck, writing in the April, 1984 issue of that union's publication.

Kopeck's remark, in many ways, set a theme that would be echoed many times over by ITU members around the country at a series of "mini-conventions" attended by ITU members in the U.S. and Canada to discuss the Teamsters/ITU prospective merger pact, which is slated to be voted on by ITU members in a May 16 American and Canadian referendum vote.

From Boston to Houston, and Cincinnati to Toronto, Teamsters attended ITU weekend sessions to discuss the pact, graphically explain its provisions and detail the many benefits the agreement could bring printer and mailer brothers and sisters, should they vote to affiliate with the Teamsters.

At a preliminary session for ITU officers and representatives and at the 11 mini-conferences, ITU members were able to question the document, quiz IBT personnel, ask detailed questions, and in most cases, seemed to go away, like Kopeck, with the opinion that a merger with the Teamsters provided some pretty good benefits.

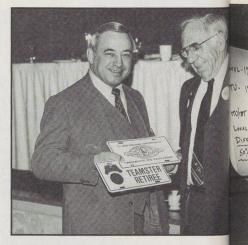
That first session, held in New York City, was perhaps the toughest, since ITU representatives had a lot of tough questions for their own officers. But, having been assured that their union's spirit would live on, that they'd retain their own autonomous division within the Teamsters, and moreover, receive hefty assists in their organizing and bargaining from the union, most became believers.

In Boston, Massachusetts on the weekend of March 31, the first of the mini-conventions took place, attended by Teamsters Vice President William McCarthy and Joint Council 10 Attorney James Grady. They were assisted in explaining the merger pact by a three-person "merger squad" dispatched from headquarters, equipped with specialized materials and explanatory display boards that simplified the explanation process. This team, led by IBT Research Director Mary Ann Keeffe and assisted by Communications staffers Tim O'Neill and Bill Pugh, would in weeks to come travel to many of the 11 mini-convention sites to present the union's case, in conjunction with local Teamsters' officers.

On April 7, more than 440 Chicago-area delegates were greeted by IBT General President Jackie Presser, General Secretary-Treasurer Ray Schoessling, IBT Vice President Louis Peick and IBT Retiree Affairs Director Norman Greene for some straight talk among fellow Midwesterners.

The following day, in Cincinnati, IBT Newspaper Drivers Division Director Carmen Parise

described the same pact, while in Vancouver, B.C., Canada, Canadian Conference Director and IBT Vice President Edward Lawson was addressing the first of three gatherings of Ca-





nadian ITU members, and apprising them of all the benefits and services the Teamsters Canadian Conference could provide both its French and English-speaking members.

In Houston, on April 14, Joint Council 58 President A.W. Parker and Secretary-Treasurer Lynn Wells greeted Texas ITU members.

The purpose of these sessions and others scheduled before delegates in Birmingham, Alabama; Los Angeles and San Francisco, California; Winnipeg, Canada; Denver, Colorado; Washington, D.C. and Toronto, Canada, was the same—to get the facts out and let ITU members make up their own minds on what course their fu-

ture would take.

In mid-April, while the ITU meetings were ongoing, the Teamsters General Executive Board also acted, formally ratifying the merger bid at their quarterly General Executive Board session, after hearing provisions of the proposal.

Only one problem marred the impending vote, and that was an internal ITU matter. Pending was a challenge to the results of an election held last fall for ITU officers by one of the candidates, in which the challenger to the incumbent had gone to court, seeking to have the referendum vote postponed until the election outcome had been decided. At presstime, the court had not yet ruled on the motion.

Currently, however, the vote among ITU members is still scheduled to take place on Wednesday, May 16, as originally scheduled.

With the Teamsters moving rapidly to add to the 30,000 or so workers we already have in the printing, broadcast and telecommunications industries by intensive organizing, any merger with ITU, should one be approved by ITU members, can only consolidate our strength and increase our bargaining power.

For now, it's up to ITU members. Hopefully, by next month, we'll be able to say, "welcome aboard, brother and sister ITU/IBT members of the United States and Canada."









In Boston, Massachusetts, at the first of the ITU mini-conventions, delegates got a big welcome from a Teamster truck caravan. At the session, ITU officers Tom Kopeck, Allan Heritage and Raymond Brown were on hand, along with IBT V.P. William McCarthy, J.C. Attorney James T. Grady and IBT Research Director Mary Ann Keeffe to field all questions.

Financial facts and figures were laid out by ITU Secretary-Treasurer

Kopeck and Keeffe.
In the end it was the delegates' turn—to weigh seriously the momentous decision before them, ask probing questions and get all the answers they needed. As the session ended, a spirit of camaraderie prevailed, as evidenced here by Lynn Typographical Union No. 120 Vice President Ralph Minsky and IBT V.P. McCarthy.



Teamsters Tell It As It Is At Senate Bankruptcy Hearing

eamsters General President Jackie Presser, testifying before a joint session of the Senate Judiciary and Labor committees, urged passage of an amendment to a key bankruptcy court funding bill that would effectively reverse the Supreme Court's Bildisco decision and pledged the Teamsters' intensive efforts to achieve compromise legislation that would serve both labor and management's best interests.

The legislation in question revamps existing legislation governing bankruptcy court operations, judges' terms and general bankruptcy procedures, as well as establishing nearly 100 new judgeships. A House-passed version of the legislation also contains language that would reverse the impact of *Bildisco*.

In his remarks at the April 10 hearing, Presser was strongly

critical of the High Court decision and emphatic in his call for justice for American workers.

"Heavy-handed threats to file for bankruptcy in order to coerce sacrifices from employees have become a stock weapon in management's arsenal against labor. What we are witnessing is a very dangerous trend. It is a threat to the entire system of collective bargaining," Presser told the committee.

The Senate group was meeting to work out compromise legislation on the funding provision, in answer to the Teamsters' urgent request for assistance, in the aftermath of a slew of bankruptcies, threats of bankruptcy, and intimidation by employers that had followed the mid-February Supreme Court decision. The court's rul-

ing made it much easier for employers to wipe out their contracts and reorganize without threat of penalty and without proving strong financial need.

An earlier House bill worked out with labor's needs in mind had already been rejected by the Senate as being too stringent. What the Teamsters sought was compromise between the overly stringent Bildisco guidelines and the earlier prevailing standard, an REA Express set of guidelines.

Complicating the issue was the fact that the legislation the labor protective provision was attached to contained funding for the nation's bankruptcy courts, without which they cannot operate, as well as nearly 100 new judgeships vitally needed to allow companies and unions a fair hearing before the courts.

Congress enacted one expiration date extension to keep the courts running, but at press time was refusing to do so again, so that a compromise between House and Senate could be reached.

While Big Business is obviously happy to live with the existing laws, the Teamsters were left the job of voicing the needs of organized labor, since no other labor witnesses appeared at the hearing.

General President Presser ably did that, persuasively stating the case for workers' rights.

Presser suggested six recommendations for pending legislation that could help repair the damage wrought by the High Court's decision.

"The most devastating aspect of the Supreme Court's decision in *Bildisco* is the fact that the decision effectively destroys the incentive for the parties to reach a mutually satisfactory solution at the bargaining table," Presser said.

He suggested that, in order to treat working men and women fairly, any law enacted must encourage good faith collective bargaining; include provisions to require the debtor to provide, in a timely manner, relevant information to the union; must prohibit unilateral changes in wages, hours and working conditions until the court has had the opportunity to reject the contract if necessary, and must require the debtor to obtain participation of the other parties to the bankruptcy prior to having the collective bargaining agreement rejected.

Any legislation also must provide a procedure to allow the debtor to have a prompt hearing on the motion to reject the collective bargaining agreement, if all these procedures have been followed; must require the debtor, during the collective bargaining process prior to the hearing and at the hearing, to establish the relationship between the rejection of the collective bargaining agreement and the ultimate rehabilitation of the company, in other words, show need and proof that any resulting sacrifices will result in the company's rehabilitation and survival; and finally, should take effect immediately upon passage of the legislation.

"If corporate giants succeed in evading their bargaining obligations and destroying collective bargaining agreements, then their cynical strategy will become an accepted way of doing business in this country," Presser warned the panel. These necessary amendments, if enacted, "should prevent unscrupulous employers from abusing the bankruptcy process."

After the Teamster leader's remarks, panel members spent more than an hour with him, going over procedural points about the changes he had reguested. It was evident from the way in which Senator Hatch, Senator Thurmond, and members of both committees questioned the Teamsters' leader and paid heed to his views that members of Congress realize Presser has his pulse on the members' needs and can ably voice those needs to achieve their best interests.

Asked if the Teamsters had seen any change since Bildisco, Presser assured the committee that in the wake of the decision, companies are threatening their employees that they will go the bankruptcy route unless concessions are made. In addition to this rash of demands for contract amendments, many companies have subsequently filed for bankruptcy.

"Tucker, IML, Mason-Dixon, Midwest-Emery, I can name 50 today, Senators. How much time do you have?" Presser queried.

"At Mason-Dixon, that includes 4,800 union people alone, not counting double that number who are non-union and being affected. At Tucker, 1,500 to 1,800 are involved, while at Midwest-Emery 1,500 to 2,000 are involved," Presser added. And that example is being repeated at company after company around the nation.

Presser pointed out that with the decision, employers are destroying "collective bargaining

(Continued on next page)

Testifying in a packed hearing room was IBT General President Jackie Presser (third from left), who was flanked at the hearing by Attorney John Climaco, Government Affairs Director Paul Locigno and IBT Chief Legal Counsel Robert Baptiste, who also offered input at the hearing.





BANKRUPTCY

agreements that have been the backbone of the country for these people since the start of organized labor.'

People are losing benefits they worked a lifetime to win," Presser added. "Employers are taking advantage of the laws to wipe out things we have fought strenuously for-health and welfare, ERISA, withdrawal liability, seniority, pensions—all are going by the wayside. They have totally disregarded working contracts we had and set them aside.

"I am a realist," Presser added. "I know what it says in Bildisco. I know the impact it is having. I know what it means when a pension fund stops getting money or a member calls in and says his wife or child is in the hospital and he no longer has insurance. These things I understand.

"In the debate, we are overlooking the National Labor Relations Act, ERISA, Taft-Hartley-Bildisco wipes out everything," the committee was

warned.

Presser noted the heavy burden he had in speaking for all of organized labor, but added, "If Bildisco goes the way it is going, there are major storm clouds ahead for organized labor.

"Nowadays, workers can come to work in the morning under a labor agreement and be told in the afternoon they

have no contract. Legislation is critical, because the real impact has not even been felt yet," he emphasized.

Presser was joined in his comments by IBT Attorney Robert Baptiste, as well as Legal Counsel John Climaco and IBT Government Affairs Director

Paul Lociano.

Presser and Baptiste noted that two particular sticking points between the House and Senate versions concerned the union: one, the timeframe for enactment, and the other, the necessity for labor to have a voice in the proceedings.

Presser pointed out that if a company unilaterally could close its doors without negotiating with the union, it denied workers a voice in their own fates, even though in many instances they had helped build the firm they worked for. He emphasized that the Teamsters Union has a history of successful rehabilitation of financially troubled companies—if they can sit down with management, get the accurate facts on the company's situation, and work out an agreement together. "We are asking Congress to help ensure that we get that chance," Presser said.

We have to be concerned with troubled companies at all times, but collective bargaining contracts must be recognized as enforceable agreements," Senator Hatch agreed, during the testimony.

An indication of the Teamsters' impact was the kind words voiced by Senator Hatch at the hearing's conclusion. "You have raised the level of concern," he told the Teamster leader. "I am hopeful we can resolve this very important issue in a way that will please everybody.

As International Teamster went to press, the debate was ongoing, still revolving around whether businesses should be able to unilaterally abrogate their collective bargaining agreements and whether a balancing equities standard should be less restrictive than the Bildisco standard demands.

Committee members from both House and Senate were striving to work out a compromise acceptable to both sides and to get an extension of the April 30 deadline for passage of the bankruptcy legislation.

Teamsters were daily meeting with members of all involved committees. In the giveand-take the IBT staff was, as promised by our general president, doing everything it could to help find a "workable formula, one that is neither side's standard, but serves all fairly."

Presser's Views Solicited by U.S. News & **World Report**



An in-depth round-table interview with Teamsters General President Jackie Presser appeared in the April 30 issue of the influential weekly publication, U.S. News & World Report.

The 2-page spread on Jackie had been long sought by the publication and coincides with his first anniversary in office as head of the Teamsters.

Presser, in the broad-ranging session, gave his views on many issues of import to the union, workers and the nation as a whole. It makes interesting reading and gives the general public some new insights into the leader we in the Teamsters have leading us today.

Krueger Teamsters Give Printing Its Style

.A. Krueger Co., with six plants nationwide, is one of the nation's most modern printing operations. Teamsters are proud to say that in Phoenix, Arizona, we represent all of the color artists, plate makers, photo technicians, press operators, bindery employees, material handlers, general warehousemen and others necessary to produce beautiful magazines, books, catalogs and other commercial products, and have helped to create the company's reputation for high quality, multi-color web offset printing.

Krueger is proof-positive that high technology is with us today. Teamsters Local 274 members routinely operate computers, laser scanners and other sophisticated equipment as they go about their jobs in this Phoenix, Arizona printing operation. Even distribution of some of the company's publications is a union operation, with Local 274 representing the workers at Central Arizona Distributors of Phoenix, who handle that task for Krueger.

Going through the Krueger plant, as International Teamster staffers did recently, you are quickly assured that printing has changed a lot from Gutenberg's day, with all sorts of sophisticated equipment practically eliminating the debrisladen and ink sprayed floors of the past, along with the metal type, linotype machines and other symbols of earlier printing eras.

Today, printing is big business and state of the art equip-



A sampling of the company's Phoenix products.

ment is considered essential to profitable operations.

Other advances have also come, from the mandatory ear plugs and muffs worn by all in the press and bindery areas to safeguard their hearing, to other protections initiated to protect workers' health and

safety on the job.

Teamsters at Krueger have benefited from these advances, as well as from the able representation of the Teamsters in the years since Local 274 Secretary-Treasurer John T. Blake first organized the wall-to-wall Teamster unit back in 1977. In the years since, the union has developed a reputation for tough, yet fair bargaining and has negotiated contracts that set the pace and serve as the model for the Graphic Arts International Union and others negotiating in the area. The 180person Teamsters bargaining unit at the Phoenix plant has also helped Krueger achieve a reputation for quality craftsmanship through their dedication to a perfect, first-class product.

The array of offset products produced by the Arizona printing company is colorful proof of the workers' proficiency. Working in tandem with the company, and cooperating through an array of quality circles programs that encourage brainstorming and other worker/management programs that foster productivity and seek employee and union input, they produce dozens of publications including the handsome Arizona Highways publication of the Ar-

izona Department of Transportation, American Indian Art magazine, The Lion magazine, Highroads for AAA, Silver Circle and Golf Journal, as well as professionally and colorfully done calendars, catalogs for major businesses and department stores, Disneyland publications, specialty publications and a vast number of art publications. The Phoenix operation is, in fact, known as the premiere color commercial plant for web printing in the country.

he company, aided by its well respected and competent Teamsters work force, obviously is counting on big things for the future, since it has just embarked on an expansion program due to be complete next year and has recently ordered a new Harris metric press that will expand its capabilities and provide still more jobs for Teamsters in the Phoenix area.

Working together, Teamsters hope to make the Arizona plant, already among the best of Krueger's operations in terms of pay and benefits, a flagship operation among the company's plants nationwide. The company itself is already the nation's 10th largest printer.

Teamsters Local 274 officers emphasize that the successful operation shows what can be done when the union and the company work in tandem, because Krueger's employees, while making the best wages and benefits in the industry.



From press, the printed pages move into the bindery area, where they will be stitched, and prepared for mailing. Counterclockwise from left, handling mailing operations are Mary Mareno and Gloria Benson; below, the plant's only female bindery machinery operator, Brenda Hodges. Maggie Waits and Olive Leybas handle the position bas handle the position pocket feeding equipment, while LaVerne Sobania accesses the computer. Above, warehouseman Mike Lindley loads a finished skid of catalogs onto a truck.



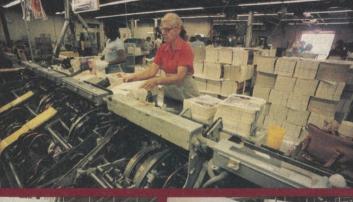
maga strip row, plate tions agai. Tean Mo press press as Te

show



On this page, the printing process continues, as Jim Schultz monitors the running presses (bottom right), Chuck Hallowell monitors the color at the Telecolor machine (second row from bottom, right), Pressman Bob Mikula jogs some forms into place (same row, left), and Frank McCord monitors the four-up flat forms coming off the press (bottom center). Jogging the sheets as they come off the press and checking the output is Shirley Beckmann.



















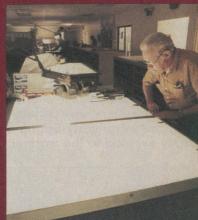


strippers like Gordon Mel (third tow, far right), color artists and plate makers help with preparations. Checking the color keys against the color slides is the job of Teamster Corky Valenti.

Moving to the printing stage, pressman Ed Beckman handles the console that controls the printing presses. It takes a lot of paper to run a press as Terry Sooter's monitoring of the rolls shows.









Texas Political Rally Sets Stage For '84 Election

exans have always done everything in a big way, but the recent Teamster political rally sponsored by the Texas Conference was the biggest of its kind that anyone could remember. Hosted by Local 988 in Houston to hear candidates' viewpoints, to boost DRIVE and hear President Jackie Presser talk about politics Teamster-style, the rally turned out to be an old-fashioned, down-home political fest.

Local 988 President Richard Hammond said that people came from all over the Lone Star state to meet Jackie and to partake in the politicking. Over 1,400 folks crammed their way into the Teamster hall to hear the speakers and to sometimes voice their opinions to the candidates.

They were literally hanging from the rafters in the hall, as well as listening from giant tents that were set up outside the hall to handle the overflow. The atmosphere was perfect, from the warm early Spring Saturday evening to the warmer

glow of the crowd, as they milled about talking politics and signing up for DRIVE by the droves.

Presser obviously enjoyed both the flow and the sign-ups as he spent an hour pressing flesh and greeting brothers and sisters gathered in the tent before the speeches.

Preceding the politicians
Teamster leaders took the podium to welcome those who
had come and to underscore the
national DRIVE effort that is underway to raise large sums before the November election.
Urging Texas to lead the way
Richard Hammond said, "our
state pride is at stake and I
want everyone to know that we
here in Texas are number one."

Earl Jennings, Jr., president of the Texas Conference, stated that every major politico in the Lone Star state up for election had given up his Saturday evening to be present because DRIVE and Teamster political clout were gathering steam throughout Texas.

Representing the entire Southern Conference of Teamsters, Director and Vice President Joe Morgan congratulated the Texas Conference on the outstanding turnout, since only 1,000 were initially expected, and he praised those in attendance for their political concern and support of DRIVE. In introducing General President Presser he referred to the man who has put DRIVE and the Teamsters back on the national political map. Morgan said that thanks to Jackie's personal efforts Teamsters were becoming more aware of politics and national issues that affect the union, labor in general, and their own personal livelihoods.

After every politician from the state Attorney-General, a U.S. Senate candidate and congressmen to a collection of state legislature and city council candidates had his turn at the podium, Jackie took his turn. And after several hours the crowd, whetted by the politicians, was just getting turned on and energized.



"We're not just Democrats and Republicans," Jackie said, "we are proud Americans and proud Teamsters." The crowd loved it, and from then on the rally took on the tone of a Teamster revival, the likes of which many of the politicians have rarely seen before.

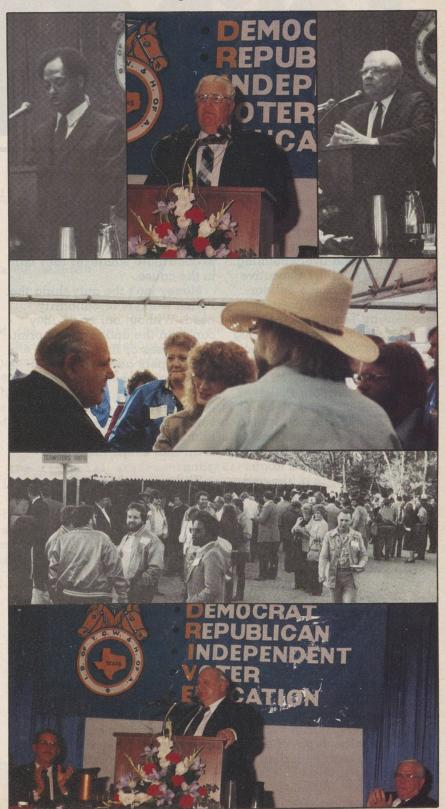
"These candidates are here, because they recognize who we are and how much we count in the American political scene today," Jackie said, "and on November 6 we are going to show them just how important the Teamster viewpoint is. They have come before you for your DRIVE support and that in itself is a testimony to the effort we are all doing together to get DRIVE on the move."

"You want our bucks," Jackie told the politicians. "We want your votes." The crowd gave the general president a standing ovation and another when he rose to accept a certificate from the Texas Conference for his leadership and great support of DRIVE. Another certificate of appreciation was presented to Charlie Haddock, secretarytreasurer of Local 745 in Dallas for his great achievement in raising the most DRIVE money and becoming the first local to raise over \$100,000 with a tally

to date of \$135,000.

Co-host A. W. Parker, president of Joint Council 58, who had joined in sponsoring the event with Marv Schlinke, secretary-treasurer of Joint Council 80, said in his welcome, "General President Presser has testified before the U.S. Congress in behalf of Teamsters and the American public on many occasions. Since he has become president, the Teamsters' image has greatly improved. Jackie Presser is a working man's working man. He is a champion opponent of unemployment, high interest rates, substandard housing, runaway inflation, and other important issues that adversely affect this great country. We are moving up with Jackie Presser, a great labor leader."

During the course of the rally Hammond introduced dozens of Texas politicians including Bob Krueger, U.S. Senate candiate endorsed by the Texas Conference, and Congressmen Charles Wilson and Mickey Leland. After the rally Presser spoke with the congressional candidates and asked for their support in helping to turn the economy around to help Teamster members and their fami-



Sold And Signature

Teamsters' officers for support of the Solidarity movement, the response has been enthusiastic and overwhelming.

Within days of IBT Executive Board approval of the Solidarnosc cause, a TITAN message was sent by Teamsters General President Jackie Presser, asking members to adopt a resolution of support for the cause.

"It is my personal belief that our efforts to help our Polish brothers and sisters will sound the alarm on the harsh repression against Solidarnosc and its leaders. It will provide us with a single voice in which to air our philosophy that a free and strong labor movement is a free and strong America," Presser asserted. "This symbolic response will uphold our integrity as an American labor institution and hail our democratic principles to the Communist Bloc.

Members apparently agreed because their letters and responses came flooding in, with more than 100 endorsements of the Teamsters' resolution in just the week after the request was sent out, with volunteers of both moral and monetary support.

Buoyed by the depth of our members' kinship with their struggling brother and sister workers in Poland, the IBT General Executive Board at its April, 1984 session voted a \$10,000 donation to Solidarity in behalf of the Teamsters, and further, encouraged Teamsters to contribute whatever they can to the cause.

Money isn't the only thing the Polish workers of Solidarity need. Without our cash, they can't run the underground printing presses or finance the newspapers and newsletters that keep the word moving from city to city, and place to place. But without our emotional and verbal support, they can't sustain the courage and commitment that keeps them struggling.

Without workers in free countries speaking out, Solidarnosc cannot survive, because the government will plow the workers under with its repression as surely as they established a communist state.

If workers in America and elsewhere believe that the right to organize, speak for our needs and bargain are basic rights of free men, then it is up to us to help others secure and protect those same rights, wherever in the world repression occurs.

In the coming weeks and months, we in the Teamsters may be asking more of you. In the effort to achieve dignity and justice for Poland's workers, Teamsters can help by using their own publications to raise the cry for justice. Use your

publications to carry the message that Solidarity lives.
Workers still sit in Poland's jails and need our help. They are there because they voiced their opinions and took a stand for what they believe is right. In the weeks ahead, we may ask members to begin a letter writing campaign also.

The communist government of Poland, the sole employer of the people, is daily violating human rights and fair labor practices and continues jailing hundreds of workers who have dared to speak out in opposition. If such abuses continue, Teamsters may be able to help by carrying their campaign of concern to General Jaruzelski and the Polish government and demanding fair treatment for the imprisoned.

Others might want to get involved in writing the political prisoners themselves, buoying their spirits with words of support. Sitting in a prison cell, you have a lot of time to question the logic of holding on to your principles. Solidarnosc's forces, locked within a country where they are silenced and deaf, must have even more courage if they are to cope.

Won't you help, whether it's with your dollars in donations or your written support? Millions of repressed people are depending on you for help.

Financial Report 1983



INDEPENDENT AUDITORS' REPORT

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America Washington, D. C.

We have examined the consolidated balance sheet of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Teamsters' National Headquarters Building Corporation and Teamsters International, Inc. as of December 31, 1983 and the related consolidated statements of income, expenses and changes in fund balance for the year then ended. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the financial statements referred to above present fairly the consolidated financial position of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Teamsters' National Headquarters Building Corporation and Teamsters International, Inc. as of December 31, 1983, and the consolidated results of their operations for the year then ended, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

Thomas Havey flo.

February 29, 1984

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Teamsters' National Headquarters Building Corporation and Teamsters International, Inc. Consolidated Balance Sheet As at December 31, 1983

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Assets

Cash .

- Cubit	Ф 3,443,1//	
Accounts Receivable—(Less \$413,045 Allowance for Doubtful Accounts)	1,908,563	
Inventories—At Lower of Cost or Market	579,867	
Accrued Income	1,113,116	
Prepaid Expenses	192,911	
Investments—Book Value (Market Value \$68,683,065) Note 1	70,037,039	,
Fixed Assets—(At Cost, Less \$21,341,901 Accumulated Depreciation)	24,101,614	
Deposits	156,571	
Total Assets—General Fund	\$101,532,858	
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Macronia Mandamartens Statisting Sorgerstation and Tesustana Interparticular	De	fe'
in the state of the season of the season and the company of the season o		
expenses and change that had been been the year and a consider the comments		

Combilun

8,512,529

1,595,515

65,364,184

\$ 75,472,228

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Accrued Income

Investments—Book Value (Market Value \$58,151,214) Note 1

Notes to Consolidated Financial Statements

1. Summary of Significant Accounting Policies

Method of Accounting—Assets, liabilities, income and expenses are recognized on the accrual basis of accounting with the exception of per capita and initiation fees which are recognized on the cash basis of accounting.

Total Assets—Defense Fund

Investments—Securities and notes and mortgages receivable are recorded at cost and adjusted for amortization of premium and discount.

Depreciation—Fixed assets are recorded at cost and depreciation is computed at rates calculated to prorate the cost over their estimated useful lives by the straight-line method.

2. Retirement and Pension Plans

The International provides retirement benefits for employees of the International and the Building Corporation. Current service and interest on unfunded liability are funded annually, based on advice of consulting actuaries, and prior service costs are being funded over a maximum of 12 years. Total pension expense for this plan for the year ended December 31, 1983 was \$2,542,911.

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Liabilities and Fund Balances

Unappropriated	309,756	HI STORY	98,776,519
Unappropriated	30,400,700		
	98,466,763		
Fund Balance—Exhibit B			
Accrued Expenses	93,466	\$	2,756,339
Accounts Payable	\$ 2,662,873		

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Total—Fund Balance—Exhibit C	***************************************	\$ 75,472,228

abi unds

Total—Combined Funds	 \$177,005,086
	The second secon

Notes to Consolidated Financial Statements

- At January 1, 1983, the date of the latest actuarial valuation, the actuarial present values of accumulated vested and non-vested plan benefits were \$39,405,612 and \$2,492,678, respectively, and the net assets available for benefits were \$48,469,906. The assumed rate of return used in determining the actuarial present value of accumulated plan benefits was 41/2%.
- Pursuant to a resolution at the 1961 International Convention, a multiple-employer pension plan was established for officers and employees of the International's affiliates. Contributions to the plan, which amounted to \$15,375,320 for the
- year ended December 31, 1983, are computed by actuaries and approved by the General Executive Board of the International, in accordance with the authority delegated to the Board by the Trust Agreement.
- At January 1, 1983, the date of latest actuarial valuation, the actuarial present values of accumulated vested and nonvested plan benefits were \$311,803,781 and \$23,326,262, respectively, and the net assets available for benefits were \$272,816,779. The assumed rate of return used in determining the actuarial present value of accumulated plan benefits was 6%.

International Brotherhood of Teamsters,

Exhibit "B"

Chauffeurs, Warehousemen and Helpers of America,

Teamsters' National Headquarters Building Corporation and Teamsters International, Inc.

Consolidated Statement of Income, Expenses and Changes in Fund Balance General Fund

Year Ended December 31, 1983

Year Ended December 31, 1983		
Operating Income		
Fees		
Per Capita—Members	\$75,150,527	
Initiation	502,470	\$75,652,997
Other Income		
Sale of Supplies	440,597	
Miscellaneous	110	440,707
Total Operating Income		76,093,704
Operating Expenses Defense Fund (See Exhibit "C")	7,765,294	
Teamster Affiliates Pension Fund (Note 2)	15,375,320	
Organizing Campaign Expense	5,331,432	
National Master Freight Agreement	359,895	
Retirement and Family Protection Plan (Note 2)	2,542,911	
Administrative, Office and General	17,758,492	
Magazine—"International Teamster"	1,662,219	
Legislative and Political Education	837,899	
Communications	1,216,577	
Legal Fees, Expenses and Related Costs	1,468,601	
Judgments, Suits and Settlements	84,428	
Divisional and Departmental	13,548,226	
National Headquarters Building	3,431,858	
Branch Offices	103,349	
Supplies for Resale	426,587	71,913,088
Net Income from Operations		4,180,616
Financial Income—Net		7,157,238
Other Income (Expense)—Net		196,016
Excess of Income Over Expenses		11,533,870
Fund Balance		MARKET PROPERTY
At January 1, 1983		87,242,649
At December 31, 1983		\$98,776,519
At December 51, 1565		#50///0/015
International Brotherhood of Teamste	rs,	Exhibit "C"
Chauffeurs, Warehousemen and Helpers of	America,	
Statement of Income, Benefits and Changes in F	und Balance	
Defense Fund		
Year Ended December 31, 1983		
Income		
Per Capita—General Fund (See Exhibit "B")	\$7,765,294	
Financial Income—Net	7,379,927	
Loss on Foreign Exchange	(75,047)	\$15,070,174
Benefits	Estatelesson (es es)	bas (lavinages)
Out-of-Work Benefits		5 954 120
		5,954,120
Excess of Income Over Benefits		9,116,054
Fund Balance		
At January 1, 1983		66,356,174
At December 31, 1983		\$75,472,228
		PARTY OF THE PARTY

Teamster's Devotion Costs Her Life, But Her Spirit Lives On

eamster officers do their job every day, serving their brothers and sisters in the union movement with determination and dedication. For one such field soldier, Teamsters Local 743 Business Representative Regina V. Polk, the battle ended all too swiftly when, while on a mission to help people, she was killed with 10 others on October 11, 1983, in the crash of an Air Illi-

nois plane. Polk's death ended the life of a brilliant, beautiful and courageous young woman, whose first experience with solidarity had come while she was a student in the graduate school of business at the University of Chicago in 1974, working parttime as a waitress. Experiencing injustice first-hand when she was fired for leading a protest against working conditions, Polk sought help from Teamsters Local 743, and after winning her grievance against the restaurant, gravitated to the union movement after finishing academic training in industrial relations at the University of Chicago. A flame had been lit that would live on through her life.

This courageous Teamster's commitment and contributions were recently immortalized through the establishment of a scholarship in Polk's honor, one that will focus on training "highly committed individuals to pursue careers in the labor movement."

Polk had a fierce dedication to the union movement, as evidenced by remarks made to a Local 743 Stewards' Conference in 1981.

"You took the job as steward because you believe in the dig-



Regina V. Polk

nity of work and those who earn their living by it. You believe that every person who works should bow their heads to no one. You believe in the right of workers to make decisions about those things that affect their lives. You believe that every person is entitled to the best price for their toil. You believe in the dignity and respect and rights that come only from a written contract. And most of all, you believe it is your duty to protect all those things. It is your primary job to be constantly on guard for those who would take from us the only thing that gives our work meaning and dignity—the right to speak freely. The right to challenge and the right to participate.

"When there is no union, there are no rights. There is only silence."

Those rousing words proved that Regina V. Polk had learned well the meaning of trade unionism . . . not from books, though she had read widely . . . not in university classrooms, though she was an eager student . . . but in the crucible of the around-the-clock organizing campaigns . . . the house calls . . . the hundreds of meetings . . . not from her point of view,

but from men and women seeking a lift through organization.

When a major firm with which Local 743 had a long and productive collective bargaining relationship went out of business, Regina Polk was given responsibility for establishing programs to retrain workers who lost their jobs because of layoffs and plant closings. She sought out the experts in the field and the sources of public and private funds for this purpose.

Just days before her death in the air crash on the way to Carbondale, Illinois for a meeting of the Illinois Jobs Coordination Council, she witnessed the graduation of the first class of displaced workers, designed to upgrade their reading and writing skills. Some later achieved their goals: jobs for which they were qualified, because Regina Polk pointed the way.

Polk's husband, Thomas C. Heagy decided on the scholar-ship fund as a fitting memorial to the Teamster because, as he said, "She was convinced that the future of the labor movement depended upon developing creative leadership committed to organizing white collar workers, increasing the number of women in union leadership roles and retraining workers for new job opportunities."

Contributions to the Regina V. Polk Scholarship Fund for Labor Leadership have been made by both Local 743 and the International Union, both of which believe it to be a sound investment in the kind of vigorous trade union movement Regina would have served so well if she had been granted more years in which to use her unusual talent.

The Teamster Team: Here to Serve You

Revamped Research Department Leads the IBT in New Directions

n just a year, the Research Department revitalized by Teamsters General President Jackie Presser has, under its director, Mary Ann Keeffe, become a vital adjunct to IBT operations as well as the focal point for a number of special projects and forward-looking programs of the International Union.

Keeffe's department is one that works closely with every department of the International Union, especially those IBT departments such as Legislative and Safety and Health that deal with legislation. "We cannot and don't operate in a vacuum. We rely on coordination and close cooperation with other IBT departments to get a mammoth job done," Keeffe noted.

Operating under the umbrella of the Governmental Affairs Department, Keeffe and her staff make it a special priority to stay on top of pending and upcoming legislation to anticipate needs in terms of testimony and studies for hearings.

In the legislative area, the Research Department has had a tremendous impact at several recent Congressional hearings, providing in-depth analyses of important legislation, and in some cases, the actual testimony for the proceedings on topics as diverse as oversight hearings on the Motor Carrier Act of 1980, airline deregulation and truck safety.

Her staff also tackles longer range projects that might require trends analysis and indepth, exhaustive research. In this capacity, the Research Department works closely with the









Information Center, employing their data bases and library facilities.

In recent months, her branch has become the trouble-shooter for the union, by handling special projects. As well, the Department has become the pace-setter for the Teamsters, in terms of where we are going in the future. Keeffe and her staff are analyzing our union's present needs and projecting what our needs will be in the future.

Keeffe is aided by her secretary, Diana Oliver, and a growing staff of specialists that currently includes Research Analyst Gordon Pavy and Research Intern Chip Roth.

As a 17-year veteran of the Congressional Research Service where she specialized in economic, consumer and communications issues and gained experience preparing major reports for Congress, Keeffe has the expertise to delve into complex issues, synopsize them and take them from statistical model to working project.

Gordon Pavy, her research analyst, has a Masters degree in labor relations and is a veteran labor research analyst. His expertise is proving helpful with research projects where very detailed groundwork is essential. "Gordon," says Keeffe, "through his years in the labor movement has a wealth of contacts in terms of knowing who to call in the field for help with specific issues. He also has a remarkable knowledge of labor sources and other work force information.

Another of her aides, Chip Roth, is a recent graduate of the University of Pittsburgh who brought excellent research and writing skills to the new department. "He has the ability to take issues where none of us has any expertise and dig out the facts," Keeffe said. A recent example was a report for the Communications Trade Division on the International Record Carrier industry. "On this very technical area, Chip delved into the facts, researched the

background and was able to put together a report that is by far the most in-depth report we have found dealing with the industry from a labor perspective.

As is normal, each request to the department seems to spawn new areas of interest, other research fields which can benefit Teamsters members.

The Research staff has worked closely with several IBT divisions, preparing an indepth Demographics of the United States Labor Force report on the nation's current labor force and detailed projections for the makeup of the labor force in the 1990s for the IBT Organizing Department.

Keeffe and her staff, in concert with Public Employees Division Director Barry Feinstein and in preparation for an intensive round of organizing drives nationwide, have been preparing a series of in-depth reports on public employees and the potential for organizing them.

These reports specifically analyze state laws regarding public employee organizing and provide detailed information on a state's collective bargaining policy. These analyses allow IBT organizers to focus on areas where their efforts will prove most productive.

Two special reports prepared by the department address the questions of pension fund reciprocity and unfunded withdrawal liability, showing how each of these affects Teamster members.

In terms of special projects, the Research Department has been extremely active in developing materials for ongoing merger talks with the International Typographical Union, working in concert with the IBT Communications Department. Keeffe was designated by General President Presser to coordinate materials distributions as well as attend the ll scheduled mini-conventions around the country to detail the benefits of being Teamsters for ITU members.

One of the most exciting proj-

ects of the department is a recently initiated series of meetings to create an ad-hoc Commission on Work. Coordinating efforts with Industrial Trades Division Director Joseph Konowe, with input from other IBT department directors, Keeffe and her staff have been charged with working up a prospectus on this IBT commission which is the type of project, she says, that "epitomizes the work of the research department."

"It is anticipatory and forward-looking," she notes, "and is endeavoring to span the time to the year 2000 in terms of where workers' jobs will be."

The project will come in two segments: the first, an in-house effort to find out where members are, what the numbers are, what industries they are in, and what jobs they perform in these industries. It will also address where the growth will be and where we can organize people in new industries.

When we have that information, the International Union envisions setting up pilot programs around the country to work with Teamsters who are affected by structural unemployment in declining industries. "There is a whole array of services we can utilize in terms of aiding laid-off workers and retraining them," Keeffe notes. "Finding the people and determining their needs will be key to this effort."

Keeffe adds, "There may be issues on the horizon we have not yet anticipated, but we are developing the network and hiring the staff that will be able to address evolving issues. Should new issues develop, we can bring in experts to address them."

Research is exploring the options and plotting the course that the union will take. In that sense, it has rapidly become the IBT's in-house "think tank," and is lending credence daily to the Teamsters' claim that, with us, the 2lst century is already a part of our lives today.

Teamsters Give Liberty A Facil

"Give me your tired, your poor,
Your huddled masses yearning to breathe free,
The wretched refuse of your teeming shore,
Send these, the homeless,

Send these, the homeless, tempest-tossed, to me:
I lift my lamp beside the golden door."

Statue of Liberty, a gift to the United States from the people of France, has guarded New York harbor from its perch on Liberty Island, standing as a welcoming beacon and symbol of hope to generations of workers seeking freedom and a chance at a better way of life.

Today, the 305.5 foot tall Lady Liberty is receiving a head-to-foot makeover, with every part of her due for refurbishing, as is the right of the centenarian she nearly is. Playing an integral part in the restoration of one of America's most beloved national landmarks are Teamsters Local 837 members employed at Pennsauken, New Jersey's Aluminum Shapes, Inc.

These 800 Teamsters are, in a way, making the entire project possible, since they are the craftspeople responsible for fabricating more than 300 tons of metal for the 305-foot scaffolding. When erected, this metal will follow the shape of the statue, from the base of the pedestal to the tip of the torch, providing a foundation that makes all the other repair work possible.

A real sense of history is reflected in the enthusiasm of the Local 837 members, who since early in January have been working around-the-clock, making thousands of panel frames, cross braces, girders, nuts and



Above, the Statue of Liberty, partially surrounded by the scaffolding being created by Teamsters. Below, Teamsters Local 837 President John C. Dulczak and Aluminum Shapes, Inc. President Stephen Kendall examine the blueprint that guides the work.



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bolts necessary for the monumental undertaking. The first shipment of aluminum pieces left the factory for Liberty Island on January 23, 1984 by truck and then was barged the final leg. Workers knew they would have to keep up the pace



Above, Teamsters Local 837 Trustee/ Business Agent Frank T. Narducci and Aluminum Shapes' employee Timothy Johnson examine the partially assembled girders, while below, Local 837 welder Willie Vines, a part of the team building the scaffolding, proudly examines the product that helps make this project possible.



if other crews were to begin their restoration work in May as planned.

It is estimated that the work of sprucing up the 97-year-old "Lady" will take about two years, and hopefully, be completed by May, 1986, the centennial of her birth.

The project, with an anticipated cost of \$39 million, will involve replacing the statue's lantern, strengthening her raised right arm, removing stains from her copper neck, repairing her time-worn toga and corroded armature beneath, and replacing thousands upon thousands of missing rivets.

Visitors won't be denied access to Liberty Island during the renovations, but will have their view of the historic monument partly obstructed by the

scaffolding.

Teamsters at Aluminum
Shapes are excited about the project and their part in reshaping history. "Everyone in the plant has a piece of it," says the company's president, Stephen Kendall. "From the round billet to the finished product, everybody touches it somewhere, somehow. We are very excited about it, because of the significance of it. Everybody's family here has gone by the statue at some time or another."

Teamsters Local 837 President John C. Dulczak is proud that Teamster craftsmanship is helping make the restoration possible and notes what an honor it is for them to be involved. "It's something that they can boast to their grandchildren about," he says, "the fact that they built the scaffolding to fix the Statue of Liberty."

And you can bet that many of them will do just that, taking their children and grandchildren out to Liberty Island to see the restoration in progress and remembering the event for years to come. And thereafter, too, as long as Lady Liberty holds her torch high, Teamsters will be able to say they helped keep hope alive for millions who journey to our shores.

CTD Affiliate N.Y. Local 111 Strikes MCI

eamsters from New York
Local 111 hit the picket
lines April 1 after negotiations broke down with MCI/
Western Union International,
despite a union offer to extend
an expired three-year-old contract while negotiations continue.

Daniel J. Kane, chief negotiator for the 400-member bargaining unit as well as president of Local 111 and head of the IBT Communications Trade Division, said of the impasse, "We are willing to continue negotiating—and have been bargaining with MCI/WUI for the past two months, but we will not work without a contract." Areas of disagreement include wages, pensions and other concerns.

Teamsters at MCI, which has grown increasingly hostile to the union in recent months, had anticipated the tough bargaining climate they would face, but had hoped that this, the first strike against the company since 1948, could be averted. The local represents the only organized employees of MCI Communications, and throughout 37 cities has members as programmers, computer technicians, equipment installers, maintenance technicians, telex and cable operators and clerks.

As other IBT affiliates learned of the local's plight, pledges of support came pouring in. Teamsters' representation in this industry is growing, and affiliate and international support against this communications giant, which is just now expanding its horizons and has been designated official Telex supplier for the Summer Olympics, was expected to be an important bargaining tool.

Phelps Dodge Teamsters Know the Realities of Life With a Union-Busting Company

orkers at the Phelps
Dodge copper mine in
Morenci, Arizona,
weren't at recent Congressional
hearings on bankruptcies at
which Teamsters General President Jackie Presser testified,
but had they been asked, they
could have cited chapter and
verse on the lengths to which a
company will go when it wants
to break its unions, even those
with whom it has had longstanding good relations.

In Morenci, a small town in the southwest, copper is king. For that reason, and because Morenci was a company town, a 10-month struggle that has rivaled some of labor's most classic confrontations over the vears, has taken a heavy tollpitting the town's principal employer, the Phelps Dodge Copper Mine against its own workers. Parents have lined up against adult child, neighbor against neighbor, as the bitter battle continued and the months wore on.

Problems began when more than 2,000 Phelps Dodge miners struck the tiny towns of Morenci, Ajo, Bisbee, and Douglas last July lst, when the company cancelled its former union-negotiated contract and replaced it with a unilateral company-devised document of its own.

The new edict was tough on workers. It froze wages; abolished cost-of-living allowances; reduced new worker salaries by \$2 an hour; diminished medical coverage; pared down holiday, vacation and pension benefits; changed grievance procedures and did away with key work and safety regulations.

Management alleged that bad economic conditions had precipitated the move, and it was a fact that the company, faced with the collapse of copper prices in 1982, had shut down for more than seven months, but for workers the bitterness arose, not just from the call for cuts, but from the company's unilateral bargaining stance and complete unwillingness to solve the problems together instead of handing dictums down to the workers who had helped build it.

Today, 10 months later, about 450 mining employees are still on strike, as a stalemate between company and its union continues.

Meanwhile, Phelps Dodge, which long ago resorted to strikebreakers, has resumed its operations. In addition to hundreds of workers who've crossed the picket lines, the company also began hiring lower-paid replacements off the streets last August to get production back up to par.

Those scab hirings had in the early going elicited a flurry of violence during which Arizona Governor Bruce Babbitt had deployed swarms of officers from the Department of Public Safety and Arizona National Guardsmen to isolated Clifton-Morenci to maintain the peace, at the expense of workers' safety. The picture of club-wielding guardsmen and officers in full riot gear flashed across television screens and made newspaper headlines for many days before peace could be restored to the small mining community. While strikers held their tempers, they would gather at each shift change to welcome the scabs.

Workers from Phelps Dodge have no hesitation in stating that the company set out to union-bust and did. Carlos Camarillo, chairman of the 13-

union Unity Council in Ajo, asserted recently that the plan had been hatched by the company "from the beginning. In 1982, Phelps Dodge shut their operation down, stating that they could no longer produce copper because of depressed copper prices. It was 76¢ a pound then. And now they say they can still operate at 65¢ a pound for copper. So what they did, basically, was set these people up-put them through a hardship. Really got them into a bind financially. They kept them out 101/2 months before they opened up again. And then, just after they got a few good paychecks, they said, 'Nope, we're not negotiating.' Even before we started negotiating, they had already written a letter stating that they would cancel our contract if they could not come to an agreement with us. Well, they had no intention of coming to an agreement. They wanted us to go on strike.'

Camarillo's view is probably an accurate one, since the company has maintained that eventually it may settle with representatives of the Steelworkers and 12 affiliated unions involved in the strike, including the Teamsters, but affirms that it will only do so on its terms.

An indication of the kind of thinking that is fueling the continuing bitterness is one of Phelps Dodge Labor Relations Director Jack Ladd's remarks. "I think unions in many ways have outlived their usefulness," he told a Phoenix publication recently. "They're kind of like dinosaurs. If they don't adapt to the modern conditions, they're doomed. We can get along with them or without them. It doesn't make that much difference to us."

While Ladd's callous remark reflects the company's view, it shows a complete lack of regard for the thousands of workers who helped to build Phelps Dodge into one of the nation's major mining operations.

Teamster Local 310, which represented haulage truck drivers, maintenance, warehouse, lubrication and service employees at Pinto Valley/Cities Service, Duval Kingman in Mineral Park and Duval Sierrita/Esperanza, among others, has seen members lose their jobs in this battle for equity in the face of a recalcitrant employer.

Backing workers' decision to strike, their local lent them financial and moral support as Teamsters continued to man the picket lines. With no contract settlement in sight, they joined in drives to bring much-needed food and other supplies to strikers, providing trucks and drivers to relay the supplies to areas of need, helped stage rallies to buoy the morale of the strikers, and lent assistance with other relief efforts to aid the hardest hit victims.

To understand the impact of a Phelps Dodge, most of us have to go back to a time we've never known, but may come to know again, with the trend in labor laws today. Consider that Morenci, as are many of the other small towns in and around that part of Arizona, is a company town. To understand the impact on the workers, you have to understand, too, that they've lost not just livelihoods, and in many instances, their homes and friends of a lifetime, but all the other ties that bind as well. In Morenci, the mines control everything—you shop at a company store, live in company housing, most major businesses are Phelps Dodge owned, your children go to a company sponsored school, even the hospitals and doctors dance to the mine's tune-or else! The union is the only hope they have left unless they are willing to buckle under completely and give up the right to negotiate.

Phelps Dodge's tactics aren't new, either. They've been around as long as there have been companies, with managements unscrupulous enough to treat people in the basest sort of way to achieve their goals. Unfortunately, with today's antilabor attitude in the country and the barrage of anti-union legislation and negative NLRB rulings that atmosphere is spawning, workers suddenly are finding themselves in more and more of these confrontations.

While picketing, a right given them under the law, they are seeing their jobs given away to scabs willing to work for half their wages. How many years it will be before they get sick of



Who says women aren't tough. Here Teamsters Local 310 Copper Industry Director Al Tellez talks to two copper strikers on the Phelps Dodge strike site in Arizona. Tellez helped spearhead the food drives for the P.D. workers.

the abuses and stand up for their own rights depends on how quickly our national economy fully recovers.

That the Phelps Dodge struggle, one of the most bitter and widespread recent-day labormanagement disputes continues even now is a sad testimonial to where these anti-union

attitudes are leading us.
Among most of the unions there is agreement that the

COLA protection formerly afforded them by their contracts is the key factor at stake. But with the employer operating at near peak capacity with his union-busting labor force, workers are convinced Phelps Dodge

will make no additional offer. Early this year the Steelworkers, as principal negotiator for the nonferrous segment of the work force, decided cost of living language was not a major factor with them, and at the Duval Corporation in Kingman, Arizona, signed an agreement without a COLA, and in Pinto Valley agreed to a six month \$2 wage cut without informing other unions involved.

Local 310 President Pete Cinquemani, Jr., faced with the option of "misrepresenting the facts to striking families," noted recently that "we are not going to start lying to our members now or ever," and opted in January to reject the Phelps Dodge National Negotiating Committee as official negotiator for his Teamsters, attempting to negotiate an independent contract for his members with the company. While strikers continue honoring the lines during this process, as Cinquemani wrote to Teamsters General President Presser recently, "Our people are aware the strike is lost," and "wish to ratify an agreement without the Steelworkers or any other International Union, to secure their future with Phelps Dodge."

From a P.D. membership of more than 140, the Teamster local now has only 13 strikers left on the lines, a few of the others along with workers from other unions having crossed the lines, but still more leaving the area in search of jobs and wages with which to support their families.

The Teamsters' struggle for justice in Arizona continues, and while it's agonizing for the workers involved, our brothers and sisters in the union can benefit from their experience by remembering that the days of the Pinkerton guards, strike-breakers, club-wielding thugs and management scabs are never far behind.

Unless we stand up for our own rights today, we could become the Morenci miners of tomorrow.

High Blood Pressure: You Can Beat It

or a number of years now, the Teamsters Union has been an enthusiastic supporter of the National High Blood Pressure Month awareness efforts to acquaint our members with the problems high blood pressure poses and how you can cope with them.

This year, we're happy to note that, according to a 1982 study, the results of which were just released, such efforts have been working. Health experts are now predicting a continued reduction in deaths and disabilities from hypertension-related conditions, thanks in large part to the public's awareness of the problem and its dangers, and their willingness to have their pressure checked regularly and follow any treatment prescribed. That's good news, and is something that we have been working in tandem with the National High Blood Pressure Education Program to achieve.

Based on that success, May, as National High Blood Pressure Month, seems a good time to remind Teamsters of the severity of the High Blood Pressure problem.

As the picture on the facing page shows, if you exercise regularly, control your weight, use a salt substitute instead of the real thing, and take whatever medication your doctor prescribes for a specific blood pressure problem, you are doing everything you can to prevent problems with your pressure. But if you're not, maybe you need to be reminded of what hypertension can do to you if you let it.

What is High Blood Pressure?

High blood pressure is a condition in which a person's blood pressure, the blood pushing against your blood vessels as your heart beats, goes up too high and stays there. While blood pressure normally goes

up and down, problems occur when the blood pressure stays too high all the time.

About one in four Americans has high blood pressure. And more than half of these have high blood pressure that is very serious.

This disease is dangerous, because so often, it leads silently but directly to conditions that often kill or cripple: heart attack, stroke, and kidney disease.

High blood pressure is especially dangerous because it has no clear signs. A person can have it and not even know it. It doesn't hurt, and it usually doesn't make a person feel sick or dizzy or nervous. As a result, many people with high blood pressure can live for years without knowing they have it.

That's why it's so important for people to get their blood pressure checked regularly and, if it is high, to follow the treatment their doctors prescribe. Because there is no cure for most high blood pressure, there's no such thing as a quick treatment that solves the problem once and for all.

Treatment may change as the years go by, but treatment of one kind or another to control high blood pressure usually lasts for a lifetime, and blood pressure must be checked regularly.

Who can get high blood pressure?

High blood pressure is a common problem. Anybody can have it. Young and old, men and women, relaxed people and tense people . . . anybody. If you are over 40, you have a bigger chance of having high blood pressure.

How can you tell if you have it?

You can't tell by yourself if you have it. You can feel good, or feel bad. But the way you feel

does not tell you. There is only one way to find out. Have a doctor or nurse check your blood pressure.

Can you control high blood pressure?

High blood pressure usually cannot be cured. But you can control it. You can bring your blood pressure down to normal. How? By treatment—every day. Then you can lead a normal, active, healthy life.

If you have high blood pressure, see a doctor. The doctor can help you control your blood pressure. You may be given pills to take every day. The doctor may ask you to do other things. Like losing weight. And using less salt.

Tips to help you control high blood pressure

Usually, high blood pressure will not go away, or be cured. You need to stay on your doctor's treatment. Every day. Do not stop your treatment unless the doctor says to stop. Be sure of what the doctor says.

Some people only take their pills when they feel bad. Some take them when they feel good! Both ways are wrong. Follow your treatment every day. No matter how you feel.

The doctor may ask you to do other things besides take pills. Maybe cut down on salt. Maybe lose weight. Do not decide by yourself which things you will do. Do all the things the doctor asks. Most of all, the pills.

Tell your family and friends about your treatment. They can remind you to take your pills. Or cook meals with your diet in mind. It's a fact—they can help you control your blood pressure.

If you stop treatment, your blood pressure will go back up. If you start treatment again, your blood pressure will go back down again. So keep trying until you get your blood pressure under control. Then keep it there . . . for life.

Life Savers.

Follow your exercise program. Rain or Control your weight. If the pounds creep up, so will your blood pressure. Take your high blood pressure pills. Used as directed, every day, they're just what the doctor ordered.

High Blood Pressure. Treat it for life.

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Lee at 89 May Be Our Oldest Active Teamster

hicago Federation of Labor/Industrial Union
Council President William
A. Lee has headed that august body for 38 years and is still going strong, but for Teamsters, he's the same old Bill Lee that signed on to a bakery truck as a member of Chicago Teamsters Local 734 back in 1915.

Lee was honored recently at a testimonial dinner that established a scholarship fund at Notre Dame University for the sons and daughters of labor for his 60 years in the labor movement, many of which he gave to the Teamsters.

At 15, the Teamsters' veteran, who was born on Chicago's West Side, began work in the shipping room of the Ward Bakery Co. By 19, he had worked his way up to a delivery route and brought pies daily via horse and wagon to customers in the prairies of Elmhurst, continuing a proud tradition his father had earlier fostered with his own career as a bakery driver.

In 1915, Lee joined Local 734, Some 42 years later, in 1957, he would mount an unsuccessful challenge for the presidency of the Teamsters against a newcomer, James R. Hoffa.

Following a two-year stint in the Army Air Force Balloon Corps Field Artillery Observation Unit, Lee returned to his bakery route in 1919, where shortly thereafter he was elected barn steward and in 1925 a business agent of the local. A year later, Lee won the presidency of the Bakery Drivers local, a post he would hold for 35 years, being reelected regularly without opposition.

One reason for the Teamster's longevity in office: he made it a practice to visit every bakery regularly. "I believed then and I am convinced today that the

union officer must be seen by the members and listen to their problems. I always met with the employers because that was how it was possible to learn the conditions of the industry.

"We made advances in every contract, without a strike," he adds. "The employers knew that the members were united with their officers. We were practical in our demands, yet developed the best wages, benefits and conditions in the entire baking industry of the country."

Bill Lee attended his first Teamsters' convention in 1929 and participated as a delegate to all other international union conventions until 1957. One of the leading principals in organizing what became the Teamsters National Bakery Conference, he headed that group for nearly thirty years.

Elected a trustee of the International Union in 1935, Lee would become an International vice president and member of the General Executive Board in 1950

Because of this capacity for leadership, in 1945 Lee would

be elected to replace the Central Federation of Labor president John Fitzpatrick, assuming a post he has held to this day.

And while Lee resigned as president of Local 734 in 1962 and left the vice presidency of the International Union in 1957, he has to this day remained a friend of labor and a comrade of Teamsters, regularly attending conventions and bakery conferences as an honored guest of the organization he loved over so many years.

"I've seen many changes in the past 60 years in organized labor," Lee notes. "I recall the Great Depression of the 1930s, when members of the Bakery Drivers Union delivered day-old bread to churches and settlement houses, distributed free to the unemployed. We never want to see that condition again and I am proud that the labor movement helped bring about legislation to protect workers. We must do all we can to strengthen and unite our unions because that is how we can advance conditions for all people, in unions and the unorganized.'

Eastern Conference Officer Richard C. "Dick" Bell Passes Away

ichard "Dick" Bell, a former Eastern Conference of Teamsters officer and 30-year Teamsters' veteran, passed away recently in Ormond Beach, Florida, the city in which he chose to retire.

Bell, who served as an Administrative Assistant to the Director of the Eastern Conference from 1970 until his retirement in 1974, over his years with the conference had come to be recognized as one of the foremost experts in the nation on the freight industry. Earlier, he had been one of the first representa-

tives drafted from the field by the Eastern Conference to staff its new headquarters after its founding in 1953.

Over the years, Bell had served in a number of other leadership posts as well. Before joining the conference staff, he had been secretary-treasurer of Washington, D.C. Teamsters Local 639. Earlier, he had seen service as a business agent of Falconer, N.Y. Teamsters Local 649, as secretary-treasurer of Bradford, Pa. Teamsters Local 963, and as a staffer with Teamsters Joint Council 40.



Our Legal Counsel Says . . .

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(NEWS OF NOTE TO TEAMSTER LOCALS)

Unsafe Trucks

n NLRB v. City Disposal Systems, Inc. (decided March 21, 1984), the United States Supreme Court held that a truck driver's refusal to operate a truck which he considered to be unsafe was protected concerted activity within the meaning of the National Labor Relations Act. The Supreme Court reversed a lower court's decision and ordered the reinstatement of the discharged driver.

The employer, City Disposal, had a contract with Detroit to haul garbage from the city to a landfill about 37 miles away. One of the employer's drivers observed that a fellow employee was having difficulty with the brakes of his vehicle. After the truck was returned to the employer's facility, the employees were told that the brakes needed repair and that these repairs would take place over the weekend. Later that day, the employer asked the same driver, who was aware of the truck's brake problems, to operate it. The driver refused, saying that the vehicle was unsafe, because there was a leak causing the brakes to be affected. The driver was instructed to go home and was later discharged.

Following his discharge, the driver filed a grievance pursuant to a provision in the bargaining agreement which stated that "the employer shall not require employees to take out on the streets or highways any vehicle which is not in safe operating condition or equipped with safety appliances prescribed by law". The union, however, found no merit in the grievance and declined to process it. The employee then filed a charge with the NLRB, protesting his discharge.

The NLRB found that the driver had been unlawfully discharged and ordered his reinstatement. According to the Board, the driver's refusal to operate the vehicle was "concerted activity" protected by Section 7 of the NLRA. Even though the driver was acting alone in refusing to operate the unsafe vehicle, the Board, relying on its "Interboro doctrine," stated than an individual's reasonable and honest assertion of a right contained in a collective bargaining agreement is an extension of the concerted action that produced the agreement.

The appeals court denied enforcement of the NLRB's order to reinstate the driver holding that the driver's refusal to operate the vehicle was an action taken solely on his own behalf and thus was not concerted activity. However, the Supreme Court reversed the lower court and concluded that the driver's assertion of a right contained in the bargaining agreement is a part of the collective process that gave rise to the agreement. The Supreme Court further stated that an employee's refusal to operate unsafe equipment is protected concerted activity, if it is reasonably clear that the complaint in fact refers to a reasonably perceived violation of the bargaining agreement. This conclusion was reached even though the driver did not specifically refer to a provision in the contract when he refused to operate the unsafe truck.

This case is a departure from recent decisions of the courts and administrative agencies. In the recent period of economic decline, the interests of management have been given priority over the legitimate concerns of working men and women. To address such inequities, various departments of the IBT are seeking, through judicial and legislative action, to protect the rights of our members as was done by the United States Supreme Court in City Disposal Systems.

Striker Penalties

he United States Court of Appeals for the Ninth Circuit, in Machinists Local 1327 v. NLRB, sustained the right of a union to impose collectible fines on employees who resign from the union during the course of a strike and return to work through the picket line.

It reversed the National Labor Relations Board, which had taken the position that union restriction on the right to resign during a strike was a restriction on members' rights under the National Labor Relations Act.

The Board said it would approve a rule which delayed the effectiveness of a resignation for a period of 30 days after submitted. However, the Court held that the union's rule reflected a legitimate union interest because post-resignation strike-breaking is a serious threat to the union's existence; and the members who had participated in the strike vote and then failed to honor the results were breaching their promise to their fellow members.

The Court also said that the NLRB approach would impair national policy expressed in the National Labor Relations Act, recognizing the right of the union to make rules regarding the acquisition and retention of membership; and although the union could not make a member remain a member forever, it could impose penalties on resignations that took place for the purpose of strikebreaking.

Safety Briefs

the regulation of EDB. Although 30 days have passed since the closing of the public comment period, there are still no worker protections on the books at OSHA. Workers fumigating, handling and hauling EDB-fumigated citrus for export to Japan continue to be exposed to high levels of EDB, and workers in grain mills and elevators who are aerating tainted grain and cleaning bins remain at risk.

Speaking on this issue, IBT Safety and Health Director R.V. Durham stated that "while EPA took emergency action on EDB to protect consumers, OSHA has not taken similar action to protect workers. We request that this discrepancy in government regulation be eliminated."

★ On April 10, 1984, OSHA issued a Federal Register notice requesting public comment on a proposal to reduce workplace exposure to asbestos to a level of 0.5 fibers per cubic centimeter (f/cc) or 0.2 f/cc.

This proposal comes on the heels of a court decision throwing out the emergency regulation on asbestos issued by the agency last year. That emergency action, which would have reduced the allowable exposure limit to 0.5 f/cc was successfully blocked by industry groups.

Asbestos is used in manufacturing, construction, brake and clutch repair and shipbuilding. The IBT has hundreds of thousands of members exposed to the cancer-causing fiber. According to OSHA, there will be 64 cancer deaths per 1,000 workers exposed to asbestos at the current allowable level over a working lifetime.

The IBT is committed to a strong asbestos standard for construction and for general industry. The IBT Safety and Health Department will participate in upcoming hearings before an administrative law judge on the matter. The IBT and other labor groups are seeking a regulation reducing the allowable level of asbestos to 0.1 f/cc.

★ The OSHA lead standard is back in the news. Rather than revise the lead standard provisions as OSHA originally proposed, the agency has decided to offer technical assistance to secondary lead smelters in their efforts to reduce workplace exposure to lead.

To do this, OSHA has established the OSHA Secondary Task Force. The task force will tour several secondary lead smelters to evaluate and develop compliance strategies to protect workers from lead exposure. IBT Industrial Hygienist Suzanne Kossan serves as one of two labor members on the task force. With the cooperation and assistance of Local 975, the task force will begin this effort by evaluating operations at Gopher Smelting, Inc., Minneapolis, Minnesota, a Teamster smelter.

Act of 1983 (S.2174) has been reported out of the Senate Commerce Committee and will be up for a Senate floor vote. The bill broadens DOT authority over motor carrier safety by providing for an annual safety inspection of commercial motor vehicles, the assessment of civil penalties against violations of commercial vehicle

IBT SHIELD SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

safety standards, heavy truck research and the study of health hazards to which truck drivers are exposed. The Teamsters wholeheartedly support this measure.

R.V. Durham, IBT director of safety and health, addressed the American Trucking Associations' Industrial Relations spring meeting on the "Union's Outlook-Section 405 of the Surface Transportation Assistance Act of 1982." Section 405 of the Act protects employees from discrimination for filing complaints alleging unsafe equipment or refusing to operate a commercial motor vehicle when such operation constitutes a violation of Federal rules or regulations.

Durham noted that Section 405 claims have been increasing as more employees become aware of their rights under the law. Common complaints involve cases where employers require drivers to violate hours of service limits and employers discipline employees for reporting off sick or fatigued. Durham stressed the importance and necessity of this law in light of deregulation and the recent move by some new carriers to sidestep motor carrier safety laws and regulations.

IOSH physicians interviewing Teamster members employed at dioxincontaminated truck terminals in St. Louis have already made a startling finding. NIOSH has uncovered one case of cancer (soft tissue sarcoma) in a Teamster member employed at one of their terminals where he was exposed to dioxin. Although NIOSH has not confirmed that this case of cancer was directly a result of exposure to dioxin at the terminal, NIOSH has stated that the possibility that the cancer is work-related cannot be eliminated.

Upon being notified of the

DIOXIN UPDATE

NIOSH finding, IBT Safety and Health Director R.V. Durham commented that, "This finding underscores the importance of the medical screening program for our exposed members and the seriousness with which we must continue to address the dioxin problem." The IBT will continue to work with Local 600 and the Teamsters' Dioxin Task Force to assure that exposed members are examined. The IBT Safety and Health Depart-

ment had called in NIOSH to conduct the medical interviews when it was learned that waste oil contaminated with dioxin had been used for dust control at the St. Louis trucking terminal yards.

In a related matter, the IBT Safety and Health Department, on behalf of Teamsters' Local 169, has filed a formal request for a NIOSH Health Hazard Evaluation of Amchem Products, Inc., a chemical company in Ambler, Pa., employing Teamster members. When notified of dioxin levels found at the Amchem site, Local 169 immediately enlisted IBT help.

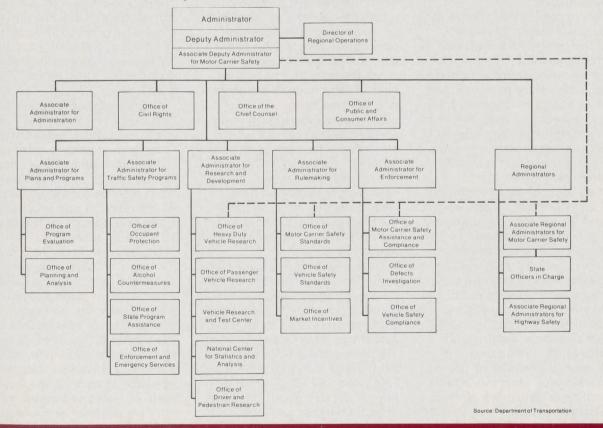
'Super-Agency' Idea Gains in Popularity

fforts to improve truck safety regulations are continuing at the Department of Transportation (DOT). Emphasizing that safety is her number one priority, Transportation Secretary Elizabeth Dole outlined the proposed reorgani-

zation of the Bureau of Motor Carrier Safety (BMCS) and National Highway Traffic Safety Administration (NHTSA) into the National Traffic Safety Administration, which is before Congress for consideration. Dole maintains that the reorganization would streamline DOT's safety functions and strengthen truck safety programs.

The IBT has voiced strong support for the "super-agency" concept at recent Congressional hearings on the merger.

The Proposed National Traffic Safety Administration



CONSUMERS CORNER

tomers have turned on and tuned in to cable
TV. Despite the industry's growing pains, it has been established that people are willing to pay for what has traditionally been available for "free." Improved reception, uncut current movies, and home sports events have captured the attention of a large percentage of the video generation.

Cable TV is so popular that many cable outlets are plagued by widespread theft of their signals. As a result, anti-piracy laws have been passed in states across the country. In some respects, though, subscribers are taken advantage of by cable companies. Since contracts for cable service are granted to one company for a particular area, cable TV is a closed market.

Due to the lack of competition once a contractor is chosen, and the admittedly high cost of wiring a community, the price paid by subscribers is relatively high. Costs vary from one part of the country to another. Installation fees range from \$15 to \$60 and monthly charges from \$12 to \$50 or more. Some companies offer free installation to win customers.

Fees and service structures are usually rigid. Under so-called tiered service contracts, the subscriber is offered program packages composed of different sets of channels. Lowend packages feature basic local service, the three major networks, various independent stations from different areas, and a few channels featuring all-sports or all-news programs.

If watching reruns of "Hogan's Heroes" from five different cities is your idea of desirable programming, you can stop here. However, cable operators realize it is usually not and, therefore, offer more attractions for a higher fee. So-called tiered packages can soon escalate monthly costs. Added attractions to basic packages include one or more movie stations (HBO, Movie Channel, Cinemax, etc.), special arts programming featuring taped concerts and shows, and specific sports programs.

For example, in the New York area (and elsewhere), Madison Square Garden Cable offers home games of New York Knicks basketball and New York Rangers hockey. Sports channel offers similar programming for New York Islanders hockey, New York Mets and Yankees baseball and other events. Other teams are available in different areas.

Tiered service offers built-in advantages for the cable company. By splitting up desirable programming into different packages, it forces the consumer who wants certain exclusive programming to pay for less desired channels thrown into the package.

Instead of offering an "a la carte" menu of service, cable operators offer only "complete dinners." You may only want the entree and dessert, but in order to get them you must receive, and pay for, the appetizer, soup, salad, and a side dish of spinach, whether you like it or not.

Tiered service does not offer a subscriber the chance to compose his own package. It would be much fairer to order cable, Chinese style, one from group A and two from Group B, et al.

Before getting involved in what could turn out to be a considerable and long range expense, inquire about the costs of cable service and ask yourself these questions: • How much TV do you and your family watch?

• Will cable TV offer greatly improved TV reception?

• How many more channels will cable service bring you?

• Are those extra channels worth your while or just so much video junk food?

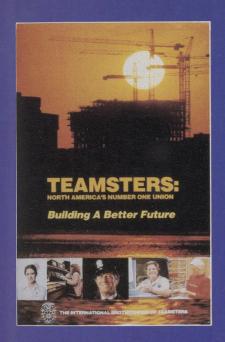
• Will the extra cost of televised movies, sports and other events structured into the cable fee save you money over ticket prices to actual performances?

Also check the company's record with the local Better Business Bureau and the county or local consumer affairs office.

Cable subscribers are protected by state cable TV commissions. Complaints about service, billing errors and other disputes should first be addressed to the cable operator. If there hasn't been an adequate response, contact your local government. They were the ones who granted the cable contract. If you still have not received any satisfaction, call or write to the state cable TV commission.

Cable companies are usually required to let customers know about complaint procedures at least once a year in addition to the initial hookup of service. Notice of billing procedures must also be given to customers at installation and whenever there is a change in the company's billing practices.

Under New York State cable TV laws, a cable company cannot disconnect service solely for non-payment during a bill dispute, if only the portion of the bill in dispute is withheld until the matter is resolved. If there is an outage of service, subscribers should contact the cable operator at once. If the outage lasts 24 hours or longer, you may be eligible for a credit.

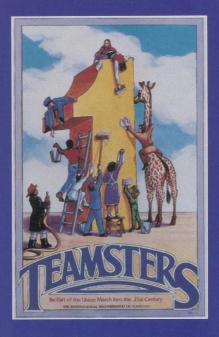


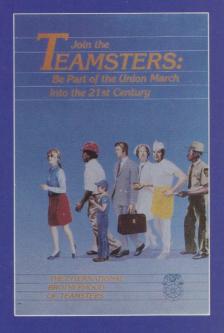
Our Teamster Pride Is Showing!

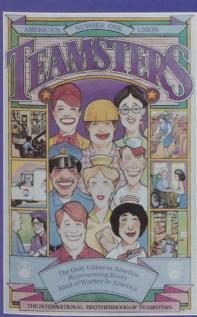
IBT Posters Tell the World We're Number One

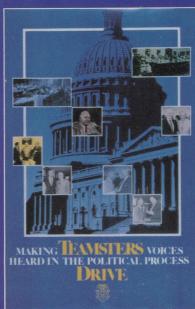
(Any of the posters shown here can be purchased from your Teamsters local, which can order them from the International at 60° for the large size ($24'' \times 36''$), 40° for the smaller version ($14'' \times 22''$). Tell the world you're proud to be a Teamster with these colorful graphics.)

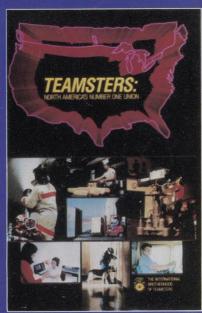


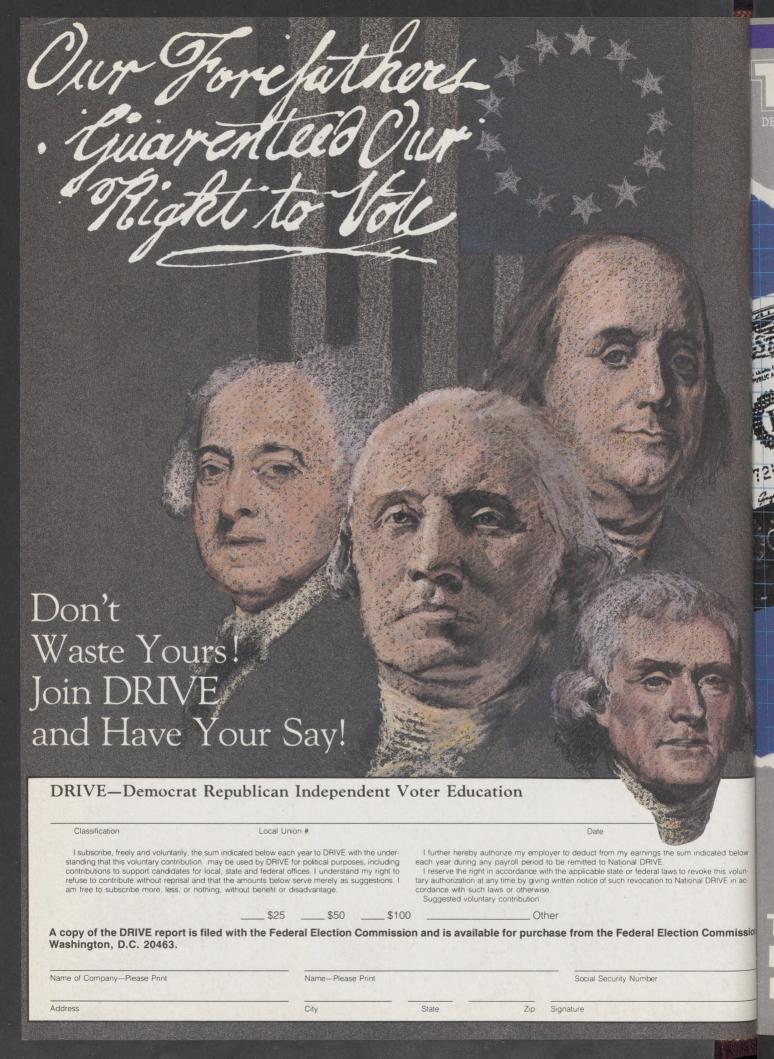












TO TURN INTO A BOOM IN 572437820 THE ECONOMY The economy is moving into a full-scale and summer. If took about a year for the prior to the recession. information/service oriented society Trend seen toward summer another powerful so st-quarter surge in entory while last year. we to sales do righ to n Durin ars. Teamsters: Helping to **Build Job Security in the** Ever-Changing Work World

THE PRESIDENT'S MESSAGE

changing America. Our society is ever-changing and with it the industrial backbone of America is giving way to new technological industries. Much has been said about the demise of the smokestack industries and the birth of a new service and information oriented system that will replace traditional job opportunities.

We can all take heart in the recent economic upswing, but we should not be blinded to the fact that the real unemployment crisis has little to do with the recent recession. The real problem is the transition that our economy is attempting to make from these traditional industries to the new technologically oriented systems of tomorrow.

Changes will be occurring even more rapidly and on a larger scale in the remaining years of this century. As they do, they will totally reshape the American economy as we know it now.

Adjusting to the new environment will place tremendous demands upon labor, business and government as well. We share a joint obligation for retraining, replacement and protection for our workers not only during the transition for this generation of workers, but for the next as well.

Congress has the primary responsibility to protect American workers' jobs and prepare them through retraining, education and legislation for the jobs of tomorrow.

We intend to be a watchdog over Congress and marshall the resources necessary to ensure that Congress fulfills its responsibility.

The responsibility of informing Congress begins at the In-

ternational level, but involves each and every local and each and every Teamster member.

When our drivers are out of work, we need to complain. When others are impacted by bad policies, we need to tell Congress.

That is why DRIVE and our legislative program are so important to the future of this union and the labor movement in America.

The question is . . . can the three major economic institutions keep pace with this change in order to improve employment opportunities for the people of this nation?

Keeping pace means developing an employment policy that will make sure that our workers can fill the job openings that economic growth will create.

In studying these weighty economic and employment matters, I urge you to peruse the economic charts and future forecasts included in this issue of the *International Teamster* and see what has happened to production, the industrial strength, the world market and the world trade situation.

Where will America be in the world marketplace? Can we control foreign imports? These are the basic challenges that face us today and will decide the future of this country. There is no turning the clock back. We must compete in a global economy, and we must win the right to protect our workers' jobs.

These are issues that will be considered in the approaching 1984 election and should be in the forefront of every Teamster's mind as he casts his or her ballot for the members of Congress and the President. This election may be a watershed insofar as

From the General President



Jackie Presser

the economic future of this country is concerned; therefore, your vote this year may be the most important you will ever

The many economic questions that confront the labor relations community in America-bankruptcies, layoffs, trade deficits, productivity and technological innovation—boil down to the single issue of job security. By job security, I'm talking about more than just the retention and creation of jobs today. I'm talking about the adaptation of business, labor and government to the demands of the future. I urge you all to keep tabs, use your voice and your vote, and get involved. Our futures depend on it!

Fraternally,

Jackie Trusser

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.





DEDICATED TO SERVICE

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2 Legislative Beat



6 Construction Confab



24 Training Targeted

- 2 '84 Legislative Conf. Is Busy Session It's action packed, issues-oriented
- 5 ITU Merger's in a Holding Pattern
 Judge wants election settled first
- 6 Construction Delegates Convene in Ariz.
 Face serious questions for industry
- 9 Moving & Storage Delegates Confer
 Note need for unity in facing problems
- 11 Industrial Organizing Adds 8,000 Teamsters
 New drives take place cross-country
- 12 Economics: Part of the Teamster Team
 We're all here to serve you
- 14 Jackie Terms Freight Teamsters '#1 Priority'
 Solutions are sought to aid members
- 15 Teamsters Study State of Nation's Economy
 Gearing up for election '84, we study issues
- 19 Teamsters Produce Olympic Torches
 Locals are also sponsoring runners
- 20 Solidarity: Unionists Understand the Struggle
 Human rights offenses continue in Poland
- 22 BUCKLE UP! Teamsters Urge Seat Belt Safety
 Truckers and motorists alike take care
- 24 Building Job Security in a Changing World
 Union eyes training, retraining options
- 29 DRIVE Program for UPSers Gears Up
 Program meets enormous initial success
- 32 Retirees Lobby for Ill. Ombudsman Bill
 Will have strong voice in state with law

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plans to be a player," said Teamsters General President Jackie Presser, opening the 1984 Teamsters Legislative Conference in Washington, D.C. recently.

During the two-day meeting in mid-May, an impressive array of Congressional, legislative and administration figures appeared before more than 200 Teamsters Union officers from around the country to give their views on pressing issues of the

day.

The appearance of Senators Orrin Hatch (R-Utah), Arlen Specter (R-Pa.) and Senate Whip Ted Stevens (R-Alaska). along with House dignitaries like Majority Leader Jim Wright (D-Tex.), and the things they had to say, provided ample proof that the Teamsters Union is today one of the rising stars on the Washington legislative and political horizon and is becoming a powerful voice for workers in the nation's capital city, thanks to our total commitment to increasing DRIVE's potency and move to increase our registration through strong getout-the-vote efforts.

David Sweeney, director of the IBT Legislative Department, welcomed participants to the session and briefly described the busy workshop agenda, but it was the Teamsters' General President who gave the delegates their marching orders.

"We have taken a hell of a beating for the last 15 years," Presser said of labor's struggles for equity in the halls of Congress, "but no more."

"We in the Teamsters are starting to fight back and we will be heard!" he affirmed.

In urging participants to get politically active and join DRIVE, Presser said, "You can go home and complain about your Congressmen and Senators and the laws being instituted, or you can help overcome that. We can introduce legislation they have to swallow, whether they like it or not," he

emphasized, "if we are united!"

"You can elect presidents and congressmen," he noted. "You can achieve anything you want. We can accomplish anything that needs to be done if we want to—if we are together," the Teamsters' leader said. "Every dollar we bring in for DRIVE gives us another chance to defeat our enemies and support our friends."

"Understand you are our voice," Presser told the local union officers in conclusion, "our arms and our legs out there. You can convince our

'84 Legislative Conference Is Issues-Oriented, Action-Packed

members how vitally important it is that they become involved."

Teamsters General Secretary-Treasurer Ray Schoessling was a keynote speaker at the legislative conference. He told delegates, "We are in a fight today, a life-and-death struggle. As a result of this meeting you will leave and, I think, be better informed about how to fight problems we have as a result of the dangerous attitude we have in Congress today."

Schoessling noted that today the labor movement faces some of its greatest challenges ever, including severe membership losses, increasingly sophisticated corporate union-busting activities and even the Supreme Court's attack on workers with its *Bildisco* decision, which he termed an "unmitigated disaster for the collective bargaining process."

Talking about the enormous groundswell of support for DRIVE in recent months and the additional workers we are now attracting to Teamsters' ranks, Schoessling said, "There are still people out there who need a union, and believe the way to get ahead is by sticking together. If you send your money, we can get people in Congress who'll help us," he affirmed, "people who will stand up for us. Nobody will beat us, but we can beat anybody," he concluded.

International Vice President Walter Shea, commenting on his recent trip to El Salvador as a government observer during their recent general elections, noted how hard the Salvadorans are struggling to "attain "Men and their democracy." women, young and old, pregnant and disabled, stood in the hot sun waiting to exercise their democratic rights," Shea noted, "yet here we are so selfsatisfied, many people neglect to come out and vote and others don't even bother to register. Shea lauded the IBT DRIVE program as a valuable component in getting Teamsters' members reinvolved in politics.

International Vice President and Central Conference Director Robert Holmes was another who urged participants to get their members registered to vote. "Politics is here to stay," he said, "so we need to start at rock bottom, registering our people. Nothing means anything if that guy isn't a voter,"

he noted.

Democratic Congressman James Wright of Texas, the House Majority Leader, led the parade of prestigious guest speakers.

In speaking of a topic close to Teamsters' hearts, Wright lambasted Congress' ongoing deregulation efforts, in every phase in which it's been applied. From deregulation of the post office on down through deregulation of the trucking industry and the airlines, "service has gone down and prices have



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gone up," Wright said. All it achieves is "to intensify the stranglehold of monopoly in key American industries," the House leader added. "I do not think Americans will be well served if we are reduced to three or four big trucking companies in this country or if we wind up with just three big banks or three big oil companies," Wright commented.

Noting that the nation's economic recovery is a "tenuous" one and that we are still experiencing the highest number of bankruptcies since the 1930s, Wright said, "This country has been on a dangerous path, a slippery road. We need to get back on the mean road. We need to return to our dreams, the dreams of equity for the average American. With your help," he concluded, "we can, in the terms of Willie Nelson, be back on the road again."

Republican Senator Ted Stevens of Alaska, the Senate Majority Whip, also addressed key issues facing Congress, including the ongoing budget and deficit battles.

Addressing a topic of serious concern to the Teamsters, Stevens noted that Congress was engaged in an ongoing effort to resolve the bankruptcy issue created by the Supreme Court's Bildisco decision and reasonably negotiate a settlement.

Terming the issue, as it stands, "an inequity, an injustice that should be brought back in balance," Stevens said that both House and Senate are working toward a compromise that will fairly treat all parties. "Let me tell you this," the legislator pledged. "There will not be a bill passed unless it solves your problems."

Stevens touched on another important area, ongoing proposals to tax certain of workers' fringe benefits. "I do not support the concept of taxing health care benefits," Stevens said.

Republican Senator Arlen Specter of Pennsylvania also addressed delegates. He talked about the Senate's recent consideration of proposed Hobbs Act changes and came down strongly opposed to language that would make monitoring of picket line offenses a federal, rather than a state or local government responsibility. As a former state prosecutor, "I believe law enforcement on the local level is equipped to handle this kind of problem," he said.

Specter also commented on the Senate's recent debate on the bankruptcy issue. Saying that the bankruptcy issue generally is very complex and the Supreme Court decision had injected another complex issue in the matter, Specter noted his belief that collective bargaining agreements "have special standing under the law," and emphasized that he does not believe collective bargaining agreements should be abrogated or cancelled lightly in bankruptcy, suggesting that there should be "very serious evidence of need, evidence that the company cannot survive,' before such action is taken. I hold to the view that we should "mold the agreement and eliminate parts of it, rather than the whole contract," Specter said.

Another speaker at the conference was Senator Orrin Hatch (R-Utah), chairman of the influential Senate Labor Committee.

Hatch paid tribute to the Teamsters, saying, "You are players here on the Hill because of the leaders you have now; you used to be shoved aside."

"When we needed leadership on Bildisco, your leaders were there," he noted. "They recognized the sanctity of the collective bargaining agreement and provided language that helped us resolve the problems. We have to have that bill; it's important for you and for the bankruptcy system," he noted. "I saw a lot of leadership from your people. We are still working on it and it will take more bipartisan leadership," but

thanks to Teamsters and their commitment to working out a compromise, I think we will succeed, the Senator concluded.

Also addressing the Bildisco question was IBT Legal Counsel Robert Baptiste, who gave a brief summary of the decision and assured the group that the union has been monitoring bankruptcy litigation ever since airline and trucking deregulation were implemented, and thus, had a lot of expertise on the subject when the court decision was handed down, expertise they used in explaining the decision's repercussions to Congress. "When we have taken a position on Bildisco and changes we felt needed to be made, we knew what we were talking about and people began to realize we knew what we were talking about," he said. "We quickly moved to the front lines and now are leading the fight."

IBT Governmental Affairs Director Paul Locigno, in addition to addressing other issues during the two-day seminar, also gave delegates an in-depth presentation on the economics our nation is facing as we near the 1984 elections. Locigno asserted that while current conditions are looking optimistic, now is not the time to ease up in our legislative and political efforts. "The battle for this International Union is not at the plant gates," he affirmed. "It's in the halls of Congress."

Other speakers at the conference included Fred Feinstein. counsel for the House Labor-Management Relations Subcommittee and Jim Stephens, counsel for the Senate Labor and Human Resources Committee, who joined in discussing pending legislation that could affect our labor laws and labor/management relations. In his overview Feinstein discussed several areas, including a pending guards' bill, a debarment bill that is part of the labor law reform bill, plant closings litigation and activities in the field of pension reform. Stephens centered his remarks around Bildisco, as well as the Longshoremen's & Harbor Workers
Compensation Act, pension legislation and the activities of the National Labor Relations Board.

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Four area Teamsters legislative representatives also addressed the legislative conference, including Irv Silbert of the Ohio Conference of Teamsters; Jerry O'Hara of Sacramento, California; Johnny Morris, president of Pennsylvania Joint Council 53, and Richard Hammond of the Texas Conference, all of whom spurred delegates on to ever more vigorous legislative action.

Other guests and participants at the conference session included Teamsters International Vice President John Cleveland, IBT Industrial Hygienist Suzanne Kossan, IBT Legislative Counsel Tim Scully and Legislative Assistant Melissa Bakula.

During the two-day seminar, several interesting panel forums also engaged the dele-

IBT Director of Safety and Health R.V. Durham monitored a panel discussion on pending truck safety legislation which the Teamsters are supporting. Panel members included Karen Phillips, staff counsel for the Senate, Commerce, Science and Transportation Committee; Jack Fryer, counsel for the House Committee on Public Works and Transportation; and Philip Haseltine, Deputy Assistant Secretary for Policy and International Affairs from the Department of Transportation.

Phillips discussed the truck safety bill in terms of what the Senate version of the legislation contains, keying her remarks to three areas covered by the bill, including DOT enforcement efforts, reduction of the number of highway accidents, and establishment of uniformity throughout the 50 states on truck safety regulations. Fryer discussed the safety legislation in terms of how the House is approaching it, and Haseltine related the Administration's

views on both House and Senate legislation.

IBT DRIVE Director Wallace Clements was on hand for another seminar session, this one convened with IBT DRIVE representatives to urge delegate support of the union's DRIVE program.

Clements detailed recent labor and business contributions to political action committees, aided by detailed charts and figures, and promised delegates that, thanks to a strong DRIVE program, we will soon be at the top of those contributions lists. With continued support of DRIVE, he pledged delegates and business are contributions.

gates a stronger, less hostile Congress with which to work.

Wrap-up speaker for the 1984 Teamsters Legislative Conference was Douglas Riggs, Labor Liaison to the President from the White House staff, who commented on the Supreme Court's bankruptcy decision, noting that the administration had, in fact, argued against the position the court took and commented briefly on recent activities within the National Labor Relations Board. "The IBT has an open door as far as my employer, my boss, Faith Ryan Whittlesey, is concerned," he concluded.

District Court Puts Temporary Hold On ITU/IBT Merger

rogress toward merger of the International Typo-graphical Union with the International Brotherhood of Teamsters was temporarily halted on May 1, when the United States District Court in San Francisco issued a preliminary order enjoining the ITU from pursuing merger with any union until a new ITU Executive Council election is held.

The District Court's decision came in response to a suit filed by opponents of the IBT/ITU merger who claimed that the merger referendum vote, originally scheduled for May 16, should be postponed until the ITU election outcome was decided.

Three days after the Court order, the ITU met with Department of Labor officials and agreed to conduct a new election for all five ITU Executive Council positions, including the union presidency. The agreement provides for a mail refer-

endum to be supervised by the Department of Labor. Ballots will be mailed to the ITU membership on June 22, and are to be returned by July 18.

Until the results are known, the ITU is completely prohibited from promoting a merger with any other union. The IBT, however, is not under such restrictions. In mid-May, General President Presser published an open letter to ITU members assuring them of the IBT's continuing support for the merger and offering any assistance regarding merger information and materials that they may need.

Officials from both unions are speculating that the ITU's Executive Council election will be a thinly disguised referendum on the merger question itself and the IBT is confident that the merger proponents will prevail. Assuming that outcome, we can look forward to the actual IBT/ITU merger referendum sometime in August.



Construction Meeting Faces Hard Facts; Formulates Solutions

early 200 delegates to the Teamsters' Building Materials and Construction Division focused their attention on key issues affecting their industry as they met in conference from April 29 to May 3.

Participants heard in-depth reports on the state of the national economy and status of pending Congressional legislation, including bankruptcy legislation dealing with the ominous Supreme Court Bildisco decision, as well as from Teamsters leaders about the directions our union will be taking in the months ahead.

"The picture in construction is a bleak one," Division Director Weldon Mathis told delegates. Acknowledging the many problems facing the construction business, he reported on a just completed National Construction Agreement and ongoing negotiations to win a new National Pipeline Agreement.

"It's been a tough road in both cases," Mathis said. "With union companies facing intense pressures from non-union forces, each set of negotiations has been intense, hard-fought and protracted." He noted, however, that the Teamsters' approach has been to sit at the table and negotiate fair contracts, eliminating unnecessary

or restrictive work rules, while maintaining good wages and benefits, in contrast to some other unions' wage concessions, givebacks and agreement to substandard benefits.

Mathis also decried a current move afoot in Congress to ease federal laws on import tariffs, in light of recent reports about high auto industry profits. "All that means," Mathis said, is that "our people will be out of work again! They can take the jobs away from us, but who will buy the cars, if we can't afford to?" he asked.

This 'tell-it-like-it-is' attitude continued throughout the three days of intensive talks by Teamster leaders, beginning with Teamsters General President Jackie Presser. He was joined by IBT Canadian Conference Director and IBT Vice President Edward Lawson, Western Conference Director Jesse L. Carr, IBT Governmental Affairs Director Paul Locigno, IBT Legislative Director David Sweeney, Teamster Attorneys Dave Uelmen and Gerry Miller from the firm of Goldberg, Previant, Uelmen, and AFL-CIO Building and Construction Trades Department Director of Organizing Tom Owens, a former head of the Teamsters' Construction Division. They

were welcomed to Arizona by Local 274 Secretary-Treasurer John Blake on behalf of his local, Construction Local 83 and Arizona Joint Council 3.

Presser's remarks, in his first address before the construction division, were hard-hitting and forthright.

Presser urged delegates to assess where the country is to-day, because the "economic realities will be one of the primary determinants of our future destiny as unionists. America is losing its industrial strength," he warned. "Companies are taking their profits and opening plants in the rest of the world that are putting our workers out of work."

Citing declining steel, rubber and coal production, as well as major trucking industry membership losses, Presser warned, "Working Mr. and Mrs. America have to realize they have damn good guns in the battles ahead—their voting rights!"

Presser exhorted those at the meeting to get busy registering their members to vote, urging them to go to the polls and become active in DRIVE. "Show them Congress can no longer put people on unemployment or pass anti-worker legislation! What I am worried about today is you," Presser told the group.

"I feel strongly that as the construction industry goes, so go the country and the Teamsters. When you are building hospitals and plants, America is working. We watched the demise of trucking," he noted. "They used to represent 22–24% of the International Union's membership. Today, it's less than 9%, because of deregulation.

"One of my main goals,"
Presser declared, "has been to coordinate the type of strength we have here today in every division of the International Union, so that when one conference moves, all five move.
When one division acts, all act. That kind of strength can make the difference!" he promised.

Urging increasing militancy in speaking for the members and making our voices heard on issues like deregulation, Presser said, "That E in DRIVE means education. We will communicate with you, give you in-

formation, and put pressure on the Senators and Congressmen through DRIVE to make changes. We will educate America to our positions!"

New Western Conference Director Jesse L. Carr also addressed the delegates, pledging that the Western Conference. under his leadership, will be aiming at providing better service to affiliates. "We will move this division to greater heights than ever before," Carr pledged. "People in the West are excited about our new structure and are hopeful we will be able to move in and do the job our members and the International Union pay us to do and grow and be a better International Union than ever before. Streamlined operations and changes in conference functioning are leading quickly toward those goals," he noted.

Canadian Conference Director and IBT Vice President Edward Lawson, whose roots are

in construction, told delegates the Teamsters have a real "chance to make progress" today.

In lauding a recent G.E.B. decision to reaffiliate with the International Chemical and Energy Workers Union, Lawson said, "It's a rapidly shrinking world we are living in." That makes it vitally necessary for all unions worldwide to work together, if we are to find solutions to foreign imports, corporate multinationalism, substandard pay scales and other issues.

e in the Teamsters cannot overlook our traditional industries like construction and trucking or their problems," he added.

"Double-breasted companies and the high percentage of nonunion versus union tradesmen—we need more realistic approaches than in the past.



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The luxury of jurisdictional disputes is something we can no longer afford," Lawson affirmed. "We need to take a fresh look and find new approaches to handling construction agreements and disputes."

Governmental Affairs Director Paul Locigno charted where the nation stands economically in key indicator categories such as plant construction, industry output, cost of living and the like for delegates, and noted, "The battleground for organized labor is no longer on the picket lines. It's in the halls of Congress.

"What's going on in America is destroying organized labor," he added. "The real fight is in Congress, and we need 51% of them as friends of labor to get policies enacted to help labor!" he pointed out.

"No matter how positive the signs, we have to become more active in the halls of Congress," Locigno concluded. "It's the only way to make a difference!"

Teamsters Legislative Director David Sweeney had another view for delegates, filling them in on recent legislative activities in Congress and urging their involvement to keep court decisions such as *Bildisco* from becoming permanent impediments to union representation efforts.

Sweeney urged, "Any of you who want to stay in labor and effectively represent your members better pay close attention to all legislation being proposed in Congress and the state capitals. There is a real move afoot by the right-to-work committee and the right-wing groups to neutralize and neuter your people as an effective force."

Citing Bildisco as a "bum decision," Sweeney explained what is at issue in the case, noting that this is the kind of thing active Teamsters' involvement in the political arena is aimed at preventing. "If we do not get a ruling and relief, we will be in serious, serious shape," Sweeney said, adding

that the "Teamsters have been way out in front all along, working to get that relief for working people."

Noting General President
Presser's high concern about
political and legislative activity, Sweeney said, "Understand
this. We do not waste much
money on presidential politics
from National DRIVE, especially
since PACs by law can only
give Presidential candidates
\$5,000. Presidents and governors have a way of coming and
going, but members of the
House and Senate are there for
a long, long time."

IBT Drive Director Wallace Clements was unable to attend the April session, so in his stead, Division Director Mathis urged delegates to get involved in DRIVE and be active politically, stressing the bi-partisan nature of the program.

he DRIVE campaign is so important to the International Union that "if it is a failure, then our organization is a failure," he asserted, "in the most important facet of our work. We will either survive or die, based on the politics we are involved in," Mathis affirmed.

Tom Owens, organizing director of the Building and Construction Trades Department, AFL-CIO, and a former director of the Teamsters' Construction Division, also attended the meeting. "It's tough out there," Owens affirmed. "The industry has certainly changed. It's become a serious business, with declining ranks as a result of an upsurge in non-union competition, the open shop and other segments of the industry out of control.

"I do not know how to stop these trends," Owens conceded, but "with the AGC sending Congress bills to eliminate the hiring hall, cut subcontracting agreements, outlaw project clauses and the closed bidding system, even to outlaw informational picketing, we have to do something." He suggested that construction crafts deal with these situations jointly. "We need all the help we can get," he said. "We have to do it together; find a way to do it."

One indication of how devastating have been NLRB, Congressional, court and administrative decisions against the unions in recent years was the rapt attention given the legal presentations of attorneys Dave Uelmen and Gerry Miller, from the firm of Goldberg, Previant, Uelmen in Milwaukee, Wisconsin, and the intensive question-and-answer sessions that followed.

Dave Uelmen began a morning seminar by discussing changing bargaining and contract rights as affected by recent court and NLRB decisions.

Attorney Gerry Miller addressed the area of double-breasting, as well as use of joint employer, single employer and alter ego operations, as well as the *Bildisco* decision and its impact on collective bargaining.

Conference directors' reports were particularly informative in giving delegates not only a progress report on particular activities in each area, but also for indicating which problems cropping up in one region could spread to others.

Reporting on activities in their areas were Area Conference construction division representatives, including: Roy Alston from the Eastern Conference; Richard Crowther, Central Conference; Gary Dixon, Western Conference, and Larry McDonald and Ron Douglas, reporting on activities throughout the Canadian Conference.

In new business, a delegate offered a resolution seeking construction delegates' support at pre-job conferences in getting the moving and storage work at new and relocating projects for brother and sister Teamsters in the Moving and Storage Division. In response, Mathis urged all delegates to "find out who is doing the work and give them a call to try to give the work to Teamsters."



Mobilizing at Moving & Storage

eamsters National Household Goods, Moving and Storage Trade Division, chaired by Charles Martelli, also secretary-treasurer of New York Teamsters Local 814, met concurrently with the Construction Division in Arizona.

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During two days of meetings, delegates heard in-depth reports on the state of the industry, about problems facing the craft, including the trend toward double-breasting, nonunion and owner-operator operations, and spent much time discussing key issues such as percentage rate versus hourly rate systems, incentive programs, favored nation clauses and other contract language, and the question of the prevailing wage on government projects. During the program, delegates formulated the programs and policies they feel are necessary to solve the dilemma facing the industry.

In-depth reports on industry conditions were given by

George Chambers, Western Conference, Dick Peluso, Eastern Conference, and Dan Ligurotis, Central Conference, all of whom delivered straight talk, with no punches pulled.

"We have seen our industry fragmented," Chambers said. "The large associations we negotiated contracts with, and with whom we had successful pacts, have started negotiating individually and are ending up with different contracts in different cities. Many are going double-breasted and having their own non-union subsidiaries compete head-to-head with their own unionized operations. The industry is going to hell," he said.

Speaking of the great potential among the unorganized in this industry, Chambers said, "if we can get support from the International Union, coordinate our efforts with the conferences and communicate, we could organize this industry and gain the strength to organize in other

industries. We can do something constructive about the situation."

Eastern Conference Moving and Storage Division Director Dick Peluso, in speaking to delegates, criticized the paucity of organizing going on among the unorganized in the field and urged more aggressiveness in seeking work at pre-construction job conferences, in defending IBT jurisdictions.

Peluso urged construction Teamsters to involve Teamster affiliates from moving and storage companies at pre-job conferences and try to get that work, which often goes to other unions today, for our members.

Dan Ligurotis, recording secretary from Local 705, represented the Central Conference at the session and also called for greater communication among affiliates, saying that in the Central Conference there is little cohesiveness among the 13 states insofar as the Moving and Storage Division is concerned.

Referring to declining moving and storage Teamster membership across the country and the vast potential for organizing in the field today, Ligurotis expressed the need to put "effort into it." He suggested a crosscountry drive, using experienced moving and storage people from each conference to spearhead efforts to bring all non-union carriers under contract.

Local 814 Attorney Eugene Friedman, from the firm of Cohen, Weiss and Simon, caused much consternation among participants with his extensive briefing on recent NLRB decisions and the impact on Teamsters and other unionists of recent "reversals of dozens and dozens of labor decisions."

Friedman told the group employers are being given broad scope on runaway shops, bankruptcies and the move to nonunionism, while workers' rights are further restricted at every turn. "There will be more adverse decisions," he warned.

Suggesting that delay would continue to be the order of the day, Friedman added that, "we are not going to get complaints issued or a chance to fight. Fairness and equity are not the kinds of things we can explain at the labor board any more."

Friedman suggested that in the absence of an equitable authority to go to and redress wrongs, labor and management may one day find themselves back on the streets, in a 'law of the jungle' environment, which will serve no one. The best I can say is 'good luck'," the attorney advised.

Moving and Storage Division Chairman Charles Martelli reiterated the need to work handin-hand with construction Teamsters to get a chance in pre-construction talks to claim moving jobs that by rights belong to Teamsters moving and storage locals and urged affiliates to stay in touch. "Communicate," he urged, "by phone or TITAN. If a local has problems and communicates with us directly, we in the East and others in the West may be of help," he said, "and solidarity often can make the difference in whether you win or lose a unit. This is the only way to get strong and to get our work back again.

An extensive question-andanswer period was a part of the meeting. One delegate urged this specialized craft division to "solidify our forces." Other delegates emphasized the importance of having business agents and other officers representing moving and storage people who are experienced with the industry, to avoid allowing employers to play local against local in their bids for

work, while still others urged that further erosion in their ranks be prevented by a major organizing offensive. The strong consensus among the group was that the time has come for action!

Martelli pledged to bring affiliates' needs to the highest levels of the union and persevere in getting a cohesive organization to resolve affiliates' problems. "Whatever the nonunion threat you are facing, we need partners. We have similar problems and together we can give these companies a hard time," Martelli noted. "The doors are open; the lines are open. Any way we can help you, we will.

Teamsters Roll 'Em Up For Red Cross Cause

hey say you can't get blood out of a turnip, but Teamsters recently proved that they have plenty of it to go around, especially when it's going to help a good cause.

Ohio Teamsters, in a drive spearheaded by IBT Vice President and Teamsters Local 507 President Harold Friedman, put the Greater Cleveland chapter of the Red Cross over the top in a recent blood bank drive, as they rolled up their sleeves and gave 'til it hurt.

Support of the charitable program didn't begin with Teamsters' General President Jackie Presser's recent penning of an agreement of support with the American National Red Cross, however. Ohio Teamsters have been actively supporting this charitable cause for some 17 years now, donating in that time more than 50,000 pints of blood, the Red Cross says.

Rolling up their sleeves at the Masonic Hall in Cleveland, the Teamsters were expected to donate about 700 pints of blood a day during a week-long mid-May blood drive, during which

the Red Cross would also be visiting numerous plant sites to obtain other blood donations pledged by the Ohio Teamsters.

"I have urged the donation of blood for years because the Red Cross has been good to us as a union for years," said Vice President Friedman, while visiting the donation center. In fact, the Teamster leader noted, giving blood is almost like a miniphysical. "It does not take the place of a physical," he said, "but I know one bakery driver last year who was told he had high blood pressure by a nurse and now he is taking medication after seeing his doctor." So with his act of kindness, he ended up helping himself.

The Red Cross, of course, is delighted by this and other demonstrations of Teamsters' enthusiasm to get involved with their programs, as our union has requested. Working together, we can not only help ensure adequate blood supplies for our nation, but make a difference on scores of other com-

munity projects.

Intensive Industrial Organizing Brings 8,000 New Members to Ranks

ith more than 217 IBT local unions now affiliated with the International Union's Industrial Trades Division, aggressive organizing drives have resulted in the addition of more than 8,000 workers in 178 plants to union ranks in recent months, Division Director Joseph Konowe reported recently to delegates at the division's recent executive and policy committee session.

Konowe noted that those figures were based only on partial reports from the five Teamster area conferences and that, in actuality, the number of newly represented workers is higher, with the percentage of election wins by our locals on the upswing, and a complete detailed analysis of these victories currently being compiled.

Welcoming the 35 committee members was Eastern Conference Director Joseph Trerotola, who brought greetings from



Katz (right) addresses ITD policy panel as Director Konowe and ECT's Brown listen.

General President Jackie
Presser. Trerotola congratulated
the I.T.D. for the programs it is
creating and predicted more
victories to come, saying,
"There is no substitute for hard
work."

Industrial Trades Division Director Konowe also made a general report on the progress made by the division since its last meeting and thanked the locals for their excellent moral and financial support.

Also addressing the meetings were William Genoese, director of the Teamsters' Airline Division, and Barry Feinstein, director of the Public Employees Division, both of whom talked about organizing techniques.

On recent legal developments such as the Supreme Court decision regarding the use of bankruptcy laws to break existing contracts, Charles R. Katz, a prominent labor lawyer, noted that the only remedy now available to aid workers is for Congress to pass remedial legislation. Katz also addressed the problems facing organized labor as a result of pro-management decisions and actions of the National Labor Relations Board and discussed options facing unions in this area.

Harold Wolchok, secretary-treasurer of Teamsters Local 917 and a university professor, spoke on the need for utilizing radio and other communications media in order to get our message to the workers we seek to organize.

William Z. Cohen, former president of Teamsters Local 210 and a professor at Empire State College, also delivered an interesting address, geared to current organizing problems.

The former regional director for the U.S. Bureau of Labor Statistics, Herbert Bienstock, charted in his address what he sees as future organizing and demographic trends.

John Morris, president of Teamsters Joint Council 53, spoke on the need for increased political action as an organizing adjunct.

Following reports by conferees, an animated discussion concerning organizing plans for the future took place, leaving policy committee members with clear goals and directions to pursue in coming months.

Ambidextrous Lady Liberty!



o set the record straight and in answer to inquiries from several Teamsters, the Statue of Liberty does, in fact, hold her right hand aloft with a welcoming torch.

Thanks to an enterprising

photo stripper at our printers, a few Teamsters were mailed magazines last month showing the indomitable lady holding the torch in her left hand before the flopped photo was noticed and changed. Our regrets to anyone who may have been confused by the error.

And a tip of the Teamsters' hat to Universal Builders Supply Inc., which contacted the union last month to advise that they were the contractor handling this union project. International Teamster is always happy to give kudos to builders who recognize the superiority of a union-accomplished project. We wish all contractors were like Universal!

roviding the economic statistics that give our union its credibility before legislative committees and in our negotiations with employers is the IBT Department of Economics, under the direction of Chief Economist and Director Norman Weintraub.

Who cares about dry statistics, the novice might ask. Yet thousands of workers depend on those statistics for a 10¢ an hour wage increase or health care benefits that cover their illnesses. Economics is a vital nerve center at the International Union because it is so sensitive to current trends and supplies the expertise to the union that keeps us on top. Monitoring these trends, deciphering the rise and fall of statistical indicators—this expertise makes a crucial difference in how we respond to what such statistics tell us.

Under Teamsters' General President Jackie Presser, the department's function changed in scope. Today, Weintraub and his staff monitor all activities of the trucking and airline industries, two fields governed largely by master agreements, assessing economic trends and developments, and tracking inflation's impact on these key Teamsters' crafts.

As regards the National Master Freight Agreement, Weintraub is instrumental each year in fulfilling the mandates of Article 33 of that contract. He is charged with compiling the data that determines what cost of living adjustment is due, and working with the negotiating committee to determine how distribution is made. That includes getting information from the 92 health and welfare and pension funds under the plan, and determining what their actual monetary needs will be in the ensuing period, in order to help the committee decide how the COLA adjustment should be apportioned.



Maria Aranda and Bill Conyngham confer over statistics with Director Weintraub.

Whether it's UPS or another large Teamster employer, Economics keeps track of their financial condition, COLA increases and other financial data in preparation for each round of negotiating talks.

Of course, as the time for each new round of bargaining talks nears, Economics gears up, compiling all financial and operational statistics necessary on major carriers that could be needed by the union team in the talks.

The current National Master Freight Agreement mandates that the union begin compiling data at the end of 1984 to predict what our various funds will need to maintain their benefits in 1985 and beyond. That's a time-consuming chore assigned to Economics.

Another function of the department will be providing expert assistance to the negotiating committee on some very complicated, complex provisions and areas.

Additionally, Economics makes its expertise available to all our affiliates by answering their inquiries about the cost of living standards, COLA clauses, providing information on different types of benefit plans, and even occasionally helping with the actual negotiating of key clauses for locals.

For affiliates, Economics also

prepares a 10-page report summarizing the impact of recent economic indicators on various segments of our economy that serves as an accurate guide for affiliates in their own bargain-

Today, of course, Economics, like all other members of the IBT team, is employing spaceage technology to achieve its goals. Recently the department moved to computerize all its statistical data, so that figures on carriers and their operations are available at a fingertip's touch. Formulating programs to monitor signatory companies and their revenues is one important way we can stay on top of the ever-rising need for documentation.

Special projects are another chore of Weintraub's. One project currently underway is a study identifying all doublebreasted trucking companies with non-union subsidiaries. This time-consuming project is one that could pay big rewards in terms of protecting the membership.

Weintraub's department also has been instrumental in formulating an ongoing layoff study showing the impact of deregulation that has proven one of the most authoritative guides available and is regularly used by Congress as a gauge of deregulation's impact on the trucking industry and its workers in the regulated sector. Economics also keeps a running record of carriers' status, documenting for Congress those companies that go out of business and analyzing the reasons for their demise.

This in-house oversight function, in fact, proved instrumental in numerous bankruptcy cases affecting IBT signatory companies who utilized the bankruptcy option, even before the *Bildisco* decision was handed down by the Supreme Court.

Because of the expertise Weintraub had developed in his years as an economist in the union field, first with the Air Line Pilots Association and now with the Teamsters, he has qualified as an expert witness in several court cases revolving around the bankruptcy issue. His testimony was, in fact, a pivotal factor in several cases in which the Teamsters contracts were upheld, by proving to the court's satisfaction that companies involved had met their demise through corporate mismanagement, rather than any bargaining demands by their employees.

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n addition to analyzing a company's economic and financial data, and their proposals to make sure they are accurate and reasonable, Economics also can help a union negotiating committee trying to save a company and members' jobs, by helping to formulate counter-proposals based on an analysis of the company's financial statement and other documents.

"In negotiations with bankrupt companies, you realize if
the negotiations fail, thousands
of people may be thrown completely and permanently out of
work," Weintraub notes. "That's
a tough situation that keeps
you working, but it's made especially hard when you know
the company demise is caused
mainly by management incompetence."

Assisting Weintraub with these important record-keeping chores for the International Union are economist Bill Conyngham, his assistant, and Maria Aranda, his secretary. Together the team keeps the statistics flowing that can make a crucial difference in the livelihoods of hundreds of thousands of Teamsters.

Education, in Weintraub's case both bachelor's and master's degrees in economics, accompanied by extensive doctoral work, is supplemented by experience experience gained in work with other unions, experience gained in 10 years with the Teamsters, and experience gained as the result of participation in three sets of national negotiations and the government's wage/price controls program for two unions. Those things make a difference. After all, you want a hard bargainer at the table in a tough situation.

Background, experience and training are key elements. That expertise translates into better representation for Teamsters members and their families, both on contracts and in the legislative arena.

"If we do not go to the Hill and testify on key issues, we will never get anything changed," Weintraub notes. "By going and stating our views, as we have time and time again, at motor carrier oversight hearings on deregulation, we can have an impact."

Another of Weintraub's functions is to speak occasionally before Teamster locals and shop stewards' meetings, where he gets a chance to meet with the rank and file and share their concerns. Speaking engagements at universities around the country also give him a chance to get the Teamsters' point of view across to different groups on issues like deregulation, bankruptcies and other issues of a fair amount of concern to the union.

"Otherwise the field is left to the opposition, which is generally anti-union," he points out.

Speaking of a recent lecture he gave at the Kellogg Graduate School of Management at Northwestern University on collective bargaining, Weintraub noted that he was able to detail the IBT's opposition to trucking deregulation and outline the adverse impact on the trucking industry and its employees of the combined impact of deregulation and the 1980-82 recession. Weintraub also detailed some of the current ways the Teamsters are helping the industry cope and our members survive, including the use of Employee Stock Ownership Plans (ESOPS), to help both labor and management weather the economic storm.

n the ESOP plans especially, seminar participants were talking to an expert since Weintraub, with others on the Teamsters staff, was among the pioneers exploring this innovative new compensation field, which gives workers in both the airline and trucking industries the option of sharing the benefits and risks of keeping a company profitable through stock programs. Helping devise such a plan, and seeing it to successful fruition, was one of Weintraub's most challenging jobs, accomplished in concert with other IBT divisions. "We in the Teamsters are not afraid to pioneer, if such programs could prove advantageous to our members," our chief economist says. "In the case of ESOPs, the results so far have proved worth the slight risks we took initially."

The Teamsters' chief economist, in speaking of such appearances, noted an essential point. "Those students will one day be at the top of American industry," he said. "By hearing our views, they will have had at least some exposure to the labor point of view when they sit in these management posts. Maybe that exposure will help us one day down the road."

G. P. Presser Says:

Of IBT's Highest Priorities, Freight's #1

hen the Supreme Court Bildisco decision was handed down, having Congress overrule it became the number one legislative priority of our International Union.

Why? Because this International Union cannot again afford a disaster of the dimensions of our deregulation defeat in 1980, and officers have vowed never to let a catastrophe of such proportions strike again. And that's what the Bildisco decision, if allowed to stand, threatened to be.

Today, only 9% of the IBT's membership is in trucking, a recent article in the Wall Street

Journal proclaimed.

That statistic, down from 22 to 25% of our membership just a few years back, is one General President Presser acknowledges. It's a fact, as we have told Congressional oversight committees three years in a row now, that deregulation, in addition to devastating one of the best running transportation systems in the world, cost hundreds of thousands of Teamsters their jobs, many of which can never be replaced.

That legislation, which reflects the collective wisdom of two presidential administrations - one Democratic and one Republican - did more to harm Teamsters than any legislative

act in recent memory.

Some might assume from that statistic on our membership, as well as the fact that we have been living with deregulation for several years now, that



Teamsters are resigned both to the fact of the legislation and the loss of our members.

Nothing could be further from the truth. In actuality, one of Teamsters General President Jackie Presser's first acts as head of the nation's largest union was to mandate complete IBT departmental involvement at the 1983 oversight hearings -involving the IBT legal, communications, safety and health, legislative, governmental affairs, economics, research and information center departments in compiling our testimony, generally credited to be the best in the union's experience.

Faced with deregulation as an example, the IBT under Presser has vowed never to allow that experience to be repeated and began assembling the legislative machinery that would prevent such debacles in

the future.

Today, Teamsters members hear about organizing campaigns among service and information-oriented industries, but at every meeting where Teamsters assemble, they are also reminded that we can never forget our traditional crafts, and those include trucking, as well as bakery, dairy, warehousing, the brewery and soft drink industry, the airlines and others that helped build this union.

While trucking may not be where the jobs are this year, it's still a vital segment of our union, one we are dedicated to preserving and protecting.

"Never mistake kindness for

weakness," Jackie says, because "I am not weak, I am tough, just as this International Union is, and we can take tough times!"

Times are tough today in trucking, but the Teamsters aren't turning their backs. Our union negotiating committee meets regularly to settle grievances and look at alternative ways to protect our members.

Since bankruptcies are currently being used by some carriers to escape their obligations, that legislation is being monitored in Congress as a

priority.

Finding alternative solutions to wage increases such as the establishment of ESOP programs and incentive plans are

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also being explored.

Ensuring that our health and welfare and pension programs survive inflation's impact with the wherewithal to continue providing the best benefits available is another goal.

With negotiations on another NMFA due to begin this fall, and contract expiration next spring, the IBT has already begun the statistical surveys and analyses that will guide our

bargaining.

So the next time someone says trucking is only 9% of the Teamsters, you can be assured they are, nonetheless, an important part of our union.

Freight is the backbone of the Teamsters and is the craft we've always looked to as our flagship. The Teamsters won't change that, today or tomorrow, no matter where we grow.

OUR NATIONAL ECONOMIC OUTLOOK

The
Numbers
Are
Improving,
But Is That
Enough?

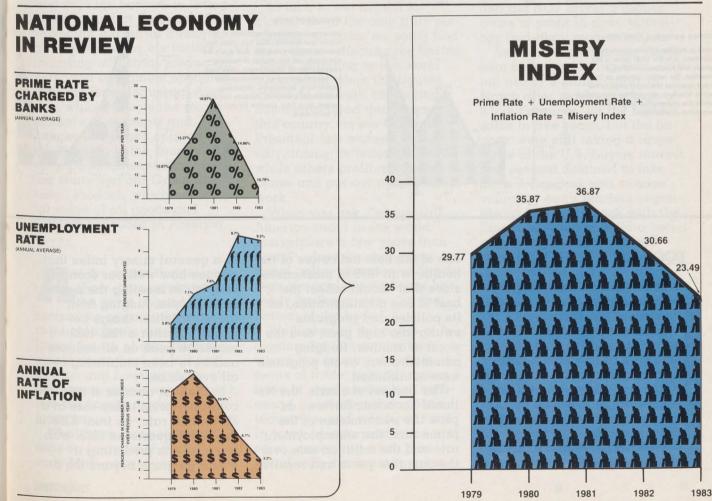
s our nation prepares for an election that will set the course for America and Americans throughout the rest of the 20th century, Teamsters are gearing up. We have our political machine in top gear and we are getting all our members registered to vote; all that is left is the selection of the candidates we'll endorse for both the Presidency and Congress, matters Teamsters General President Jackie Presser and the Teamsters Executive Board have been candid in saying won't be decided until after the Democratic and Republican party platforms have been formulated this summer, and final

candidate selections have been made.

In the meantime, there's a lot for workers to consider. A hostile anti-labor environment, adverse court and labor board decisions, Congressional legislation that seems to thwart labor's every interest—these are all things that weigh heavily in the minds of Democrats and Republicans alike.

But since we are gearing up, we in the Teamsters believe we can look at where we have been, in the hopes of gauging where we are going.

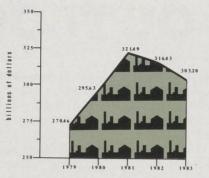
To do so, we need to be informed on a variety of issues: foreign relations, domestic and



AMERICA'S REAWAKENING INDUSTRIAL STRENGTH

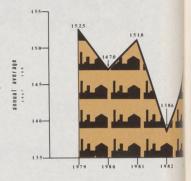
PLANT AND EQUIPMENT SPENDING

This is one economic indicator that causes great concern to the Teamsters Union. Corporate America is simply not doing its fair share! We have always known that much of America's troubles were based upon out-of-date manufacturing equipment and facilities. A key part of the President's economic plan was tax concessions to industry to give them the money to modernize plants and equipment. Corporate America must go beyond short term profits and invest in new plants and equipment.



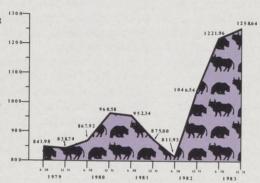
INDUSTRIAL PRODUCTION INDEX

This is a measure of the production of our nation's mines, factories and utilities. Industrial America is beginning to show its true strength. However, can it continue if there is insufficient investment in the factories, highways, machine tools and technology needed to allow working men and women to compete with the rest of the world?



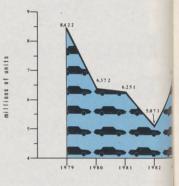
DOW JONES INDUSTRIAL AVERAGE

This economic barometer is the one you often read in your local news paper. But if you don't own stock, what does it mean to you? It is basically a reflection of industrial confidence held by major investors in the industrial future of our country...a bet that industrial growth will continue. It is also significant in that many union pension funds have major stock holdings.



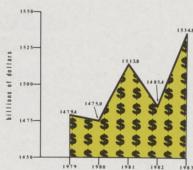
U.S. CAR PRODUCTION

Here is an economic barometer that we can all understand. Domestic car production means jobs...jobs not only in the auto plants but in the steel mills, the fabric shops...jobs in trucking for both raw products and in car haul. Clearly, the drop in interest rates reported recently has been a major factor in auto sales.



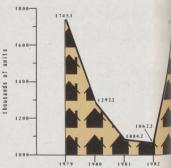
GROSS NATIONAL PRODUCT

Here is another familiar measure of our economy. It is the total value of the goods and services produced in America. Our nation remains as the most powerful industrial force in the world. However, our position has eroded under the tremendous pressure of worldwide competition.



HOUSING STARTS

Here again significant reduction in inflation and interest rates has given the housing industry new life. And again we can surely see the impact of housing construction on employment. Jobs such as: cement drivers for driveways and foundations, bricklayers, carpenters, electricians, plumbers, truckers carrying lumber, bath tubs, window frames and so much more.



ECONOMIC OUTLOOK

social issues, labor-management positions, and, of course, the state of our economy.

The 1980 election, which elected Ronald Reagan President, was clearly dominated by economic issues. The nation was drifting into a severe recession. Inflation and high interest rates had crippled the vitality of the country.

We have begun our analysis of our nation's economic trends.

one of the best indicators of its health, with 1979 in most cases, since that should reflect the best of one administration, as its policies and programs swung into high gear, and the worst of another, fledging administration, as its programs were established.

The first set of charts, the National Economic Review, depicts the performance of the prime rate, the unemployment rate and the inflation rate over the past five years and results

in a general misery index that gauges how well our economy is doing in meeting the needs of its people. Judging from these statistics, things bottomed out after a 1981–1982 recession peak on all indexes and have been stabilizing overall ever since.

In the first quarter of 1984, the consumer price index rose at a 5% annual rate, up from 3.8% in the fourth quarter of 1983, with few analysts predicting it would go much beyond the 5—

6% range any time during 1984. As for the prime rate, while the news wasn't as good there, it was averaging 12 percent as May began, up slightly since vear end 1983's low of 10.79%, but at a 10.81% annual average for 1984 still very much in the

competitive range.

Unemployment was another hopeful area, although not as good as the Teamsters would like. The overall unemployment rate stood steady in March at 7.8% of the work force, down substantially from the 10.7% peak posted at the end of 1982. Getting that figure pared will be a high Teamster priority, regardless of who governs the nation come this fall, as will be getting relief for the hundreds of thousands of Teamsters still displaced from their jobs in the

trucking industry!

So, given optimistic signs here, what other indicators can we look at? We think that the condition of key American industrial indicators is one good way to judge how we're faring, so we looked at America's Reawakening Industrial Strength, as determined by six factors, including industrial production, plant and equipment spending, the Dow-Jones Industrial Average, which reflects the stock market's movements and gauges business's opinion of the strength of the country, U.S. car production statistics, housing starts and our Gross National Product, which is the total value of all goods and services produced in America.

s the charts themselves show, here again most of the news is good, with companies apparently willing to gamble again on the sustained health of our country, plants going back to full production and housing starts on the rise as people venture back into the homes market, after a long higtus.

What have those indicators done so far in 1984? Well, by early May, after enjoying a

really strong first quarter, most indicators were still doing well, but showed some signs of slowing down slightly. Housing starts at 1.6 million in March on an annualized basis were down slightly from February's 2.2 million, but still were in good shape. Car production figures were looking good enough that Congress was threatening to lift import quotas, a move Teamsters will fight, but an optimistic sign, nonetheless, that this industry is coming back.

The Dow-Jones average, in the last week of April, 1984, stood at 1164.57, not quite as good as the 1174.54 figure of April, a year ago, but still reflecting a bull market. As for plant and equipment spending and the industrial production indexes, both were still strong, showing employer confidence. U.S. manufacturing plants were operating overall at 80.9% of capacity in March, while the Gross National Product continued to hold its own.

In fact, in our search for gloom, about the only truly pessimistic statistics we could find were those reflecting the United States' standing in the world trade arena. Here the figures didn't do as well, continuing a downward trend that has seen this country, as our General President has warned repeatedly, losing its industrial might while others profit at our expense and put our people out of work.

When you ask, "where will America stand in the world marketplace a few years from now," unless we change national policy direction and reassess our goals, we'd better be ready for the answer, "at the bottom of the heap.

We looked at three sets of indicators for this comparison: where the country stands in terms of trade; how our nation fares in steel production, once one of our strongest domestic industries, and where we rank in terms of auto production and sales, especially when compared with the import market.

Steel production nationally and our market share internationally, show that this industry has suffered greatly from the trade crisis and continues to do so today. In May, 1984, steel was still a big loser in the world market, with little hope in sight.

s Europeans, Japanese and even Third World steel-making capacity have grown, the once mighty U.S. steel industry has hemorrhaged. The irony of this collapse is that much of the modern steel-making technology was exported from America to our overseas competition.

America has declined from a position of world-wide dominance to a position as a minor factor on the world market. Sadly, part of this was caused by the short-sighted view of corporate leadership when they chose to pursue the immediate profits from the conglomerate fever of the 1960s and the 1970s and did NOT invest a proper share of profit in new technology and plant modernization.

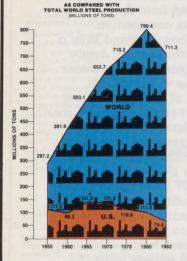
As for auto production, American cars were faring well, selling nearly 8 million units in March after reaching a high of 8.5 in February, for the highest sales in five years, but the imports were still taking a major share of the U.S. buyers market and seemed destined to take more if Congess acts to ease voluntary entry barriers negotiated a few years back with the Japanese. We can build a better product today, but who will care if others get an unfair shot at our market and continue to take our jobs with their cars?

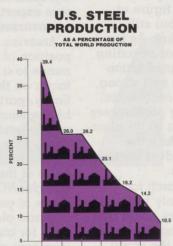
Our automobile industry, the key to the economic health of America, and its workers have gone through a tough and even painful shakeout, but auto companies are now turning profits. They will, however, have to allocate a reasonable share to improved technology, new plants and research and development if they want to stay competitive in the days ahead.

WORLD TRADE SITUATION WHERE WILL AMERICA WHERE WILL AMERICA WHERE WILL AMERICA BE IN THE WORLD BE IN THE WORLD WARKETPLACE? MARKETPLACE? CAN WE CONTROL FOREIGN IMPORTS?

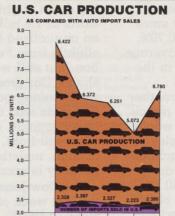
STEEL PRODUCTION

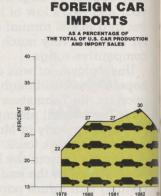
U.S. RAW STEEL PRODUCTION





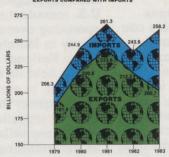
AUTOMOBILE PRODUCTION





THE WORLD MARKET THE DEFICITS MOUNT

THE UNITED STATES AND WORLD TRADE



U.S. TRADE DEFICIT



he final graphs show the U.S. Trade Deficit and compare how the United States stands in the world trade arena. This is probably the single most gloomy area on the economic horizon and one which we in the Teamsters itch to do something about.

Imports, as you can easily see, have taken a heavy toll on the American marketplace. Simply stated, the value of materials and products imported into the United States exceeds the value of that which we export. This lack of balance weakens our economy, and yet the last year in which we exported more than we imported was 1965! Is it any wonder our smokestack industries are dying and our people are out of work?

A significant factor in caus-

ing this trade deficit, of course, was the emergence of the multinational corporation, with resulting investment by American companies in plants outside our country. The inevitable result: lost jobs for American working men and women that will continue until our federal policies make it unprofitable for these firms to move their plants and profits elsewhere!

The Teamsters don't support protectionism, nor do we want to stop imports, but we do believe the time has come to control them.

Foreign governments subsidize their industrial exports. Goods are dumped in America below manufacturing cost.

We must learn to play by the same rules or negotiate new

rules so that import-export competition is, in fact, free and fair.

What good is all this data?

We in the Teamsters believe it and other facts about the candidates and the issues can help members make an informed decision about the state of our nation and the elections this fall.

"What is best for labor" must be the question we ask, if we are to judge fairly and select the candidates who will best support us.

It has been said the the fight today is not on the picket line; it's in the halls of Congress. We in the Teamsters think the time has come to start voting for our own interests and for those who share a concern about our needs. That's what we'll be attempting to mobilize all members to do this election year.









Showing their pride in a job well done are Irwindale Teamsters, as they prepare the 1984 official Olympic torches.

Teamsters Produce Olympic Torches

ook for the Union Label," is a popular labor slogan, and is one that could aptly apply to the torches being used by the Olympic runners as the Olympic Torch makes its way from New York City to Los Angeles, California, site of the 1984 summer games.

Forty-five Teamsters Local 986 members employed at Turner Industries in Irwindale, California, were responsible for making the Olympic torches that will be carried by runners from one end of the country to the other, in the traditional trek that marks the flame's passage

from Athens, Greece to the site of the XXIIIrd Olympiad.

LAOOC commissioned
Turner, a leading designer of
propane torch products for the
hardware industry which also
designed and manufactured the
relay torches for the 1980 Winter
Olympic Games in Lake Placid,
New York, to have their Teamsters create a carefully crafted
product that features a classic
design finished in antique
brass.

Etched around the circumference of the bowl is the Los Angeles Memorial Coliseum peristyle and arches. A ring at the

top of the torch bears the Olympic motto: "Citius, Altius, Fortius" (swifter, higher, stronger). Made principally of aluminum with a sewn leather grip, each torch weighs approximately three pounds and is 22 inches in height.

Teamster torch makers working on the project worked long and hard to ensure that these gleaming symbols of the Olympic spirit would reflect brightly on union craftsmanship as well, spending long hours in manufacturing and assembling the torches.

This year, the torch run, involving an estimated ll,000 torches, will be carried by runners over a 19,000 kilometer route—nearly 12,000 miles—for the longest relay in Olympic history.

In addition to bearing the Olympic flame to L.A., the torches are being used as part of a program to create an athletic training legacy of nearly \$30 million for America's youth, with 10,000 kilometers of the 19,000 kilometer relay route designated "Youth Legacy Kilometers." Individuals and groups through contributions to the LAOOC Torch Relay Foundation could sponsor runners in the youth relay, with the proceeds going to youth groups to train youngsters in the Olympic sports of their choice, and hopefully, help foster some of the champions of tomorrow.

The Olympic Spirit

his year, the Olympic torch relay also had the touch of Teamsters' class, with two legs of the torch run sponsored by Teamsters. The Olympic Torch left Athens and was flown to New York by air on May 7. The torchbearers' relay began on May 8 as a runner left New York City, bearing the Olympic symbol, with a planned arrival in Los Angeles on July 28 to open the Olympic competition.

The first Teamsters' Olympic runner was 46-year-old Joan Gibson from Cleveland's East Side, a legally blind master runner now in her second year at Cleveland-Marshall College of Law. Gibson was sponsored by the Ohio Conference of

Teamsters Sports Committee, Inc., and was due to make her run on May 19, running west and south through Cleveland's downtown.

From there, other runners would pick up the torch, until in Los Angeles, near the end of its trek west, Janet Petrovski picks up the torch and puts in her kilometer, as the flame nears the site of the games early this summer. This 26-year-old, sponsored by Teamsters Joint Council 42 and L.A. Local 986, is a champion-class swimmer, having competed for many years in Special Olympics activities around the state, garnering in the process numerous gold and silver medals.

ost Teamsters, it's fair to say, were born in this country or were raised here in a democracy which, however imperfect, provided for free people's rights to speak, organize and, above all, vote and have a say in the laws by which they are governed.

How many of us can imagine, then, what it would be like to live in a nation where you can't voice your opinions, vote for policies, programs and people you want, or even organize and bargain collectively.

The people of Poland, and the workers belonging to Solidarnosc, then, could give us all some lessons, not just in the struggle for unionism, but in the difficulties of the search for freedom and democracy in a land where there is little of either.

Polish workers' struggle has been a long and difficult one, perhaps best expressed by former Solidarity leader Lech Walesa's speech on the award of the Nobel Peace Prize to him on December 12, 1983, delivered by Bodgan Cywinski, a close advisor to Walesa. (Walesa could not leave Poland for fear he would be denied readmission to the land of his birth.)

"Addressing you, as the winner of the 1983 Nobel Peace
Prize, is a Polish worker from
the Gdansk Shipyard, one of
the founders of the independent
trade union movement in Poland," Walesa wrote.

"I belong to the generation of workers who, born in the villages and hamlets of rural Poland, had the opportunity to acquire education and find employment in industry, thereby becoming in the process conscious of their rights as workers and their importance in society.

"... I was barely 13 years old when, in June 1956, the desperate struggle of the workers of Poznan for bread and freedom was suppressed in blood. Thirteen was also the age of a boy—Romek Strzalkowski—who was killed in the struggle.

Solidarity A Struggle Any Die-Hard Unionist Can Understand



"... In December, 1970, when workers' demonstrations engulfed the towns of the Baltic coast, I was a worker in the Gdansk Shipyard and one of the organizers of the strikes. The memory of my fellow workers who lost their lives at that time, the bitter memory of violence and despair, has become for me a lesson never to be forgotten.

"A few years later, in June 1976, the strike of the workers at Ursus and Radom was a new experience which not only strengthened my belief in the justness of the working people's demands and aspirations, but has also indicated the urgent need for their solidarity. This conviction brought me, in the summer of 1978, to the free trade unions formed by a group of courageous and dedicated people who defended the rights and dignity of workers. In July and August of 1980, a wave of strikes swept Poland. The issue at stake was then something much larger than just material conditions of existence. My road of life, at the time of this struggle, brought me back to the shipyard in Gdansk. The whole country had joined forces

with the workers of Gdansk and Szczecin. The agreements of Gdansk, Szczecin and Jastrzebie were eventually signed and the Solidarity Union thus came into being . . .

... Solidarity, as a trade union movement, did not reach for power, nor did it turn against the established constitutional order. During the 15 months of Solidarity's legal existence nobody was killed or wounded as a result of its activities. Our movement expanded by leaps and bounds. But we were compelled to conduct an unceasing struggle for our rights and freedom of activity while at the same time imposing upon ourselves unavoidable self-limitations. The program of our movement stems from fundamental moral laws and order. The sole and basic source of our strength is the solidarity of workers, peasants and the intelligentsia, the solidarity of the nation, the solidarity of people who seek to live in dignity, truth and in harmony with their conscience."

Walesa spoke obliquely about the dawn of martial law in his home nation and the ban on Solidarity and its activities, saying only: "We shall not vield to violence. We shall not be deprived of union freedoms. We shall never agree with sending people to prison for their convictions. The gates of prisons must be thrown open and persons sentenced for defending trade union and civil rights must be set free. The announced trials of eleven leading members of our movement must never be held. All those already sentenced or still awaiting trials for their union activities or for their convictions-should be allowed to return to their homes and live and work in their own country.

"... We are the inheritors of those national aspirations, with which our people could never be made into an inert mass without any will of their own. We want to live with the belief that law means law and justice means justice, that our toil has a meaning and is not wasted, that our culture is growing and developing in freedom."

What Walesa didn't recount in his acceptance speech were the instances of violence, deaths, incarcerations and torture, along with the denial of rights that have resulted since the Solidarity movement was forced underground after the imposition of martial law and the crackdown on the free trade union movement in December, 1981, and the delegalization of Solidarity in 1982.

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What does all this mean for free working men and women everywhere? Consider some of the abuses that even now continue in Poland.

Political imprisonments, beating and torture of Solidarity activists and the disappearances of many Solidarity supporters are among the most flagrant violations of human rights.

Despite a right to life guaranteed in Article 6 of the Covenant on Civil and Political Rights, ratified by the Polish People's Republic in 1977, which states that "every human being has the inherent right to life. This right shall be protected by law. No one shall be arbitrarily deprived of his life," cases have been documented where that has occurred.

The employment of force and the resulting deprivation of life continued during 1983," the Solidarity Committee wrote in a March 1, 1984 publication. "Nine deaths in this list have been documented between January-December, 1983 alone. The patterns of violence remained similar to the first year of martial law after its suspension on December 18, 1982 and its subsequent lifting on July 22, 1983. ZOMO riot police and other uniformed police used water cannons and shot tear gas canisters and petards at peaceful demonstrators who assembled to display support for the free trade union Solidarity and to express opposition to repressive policies of the present government. In investigative detention centers and prisons, individuals were beaten during interrogations or when they refused to

follow prison rules to which they objected. Several cases of such beatings resulted in the deprivation of life.

Take some of the most recent ones, which have occurred despite two alleged "amnesties" in Poland. Consider just a few:

 March, 1983: Ryszard Kowalski, Katowice in Silesia, found dead in a river on March 31. 1983. Mr. Kowalski, the elected chairman of the Katowice Steelworks in Nowa Huta, one of the largest in Poland, had been missing for over two months before his body was found. He disappeared on February 7, without a trace, shortly after being released from prison, where he had been interned without charges for over one year for organizing a strike at the Steelworks in December 1981. He was denied reemployment at the Steelworks and could not find other employment. Doctors who performed the autopsy ruled out the possibility of suicide.

• August 31, 1983: Andrzej Grzywna, 63, Gdansk, Wyzwolenia Street, was detained on the night of August 30, 1983. He died in police custody as a result of injuries suffered from truncheon blows to his head inflicted during an interrogation.

• February II, 1984: Piotr Bartoszcze, an activist in Solidarity, was found on February ll at the bottom of a drainage pit near his home outside the northern city of Inowroclaw, near Torun. Roman Catholic Bishop Jan Michalski said at the funeral, attended by 5,000, that the death was clearly a murder. In March, 1981, Piotr Bartoszcze's father, along with Jan Rulewski, who is presently imprisoned, and Antoni Tokarczuk were beaten in Bydgoscz by security police, precipitating a major crisis between the free trade union Solidarity and the Polish government.

Teamsters can and have faced armed union-busters, management goons and the like, but how would you fare against these Polish tactics?

Jackie presents IBT donation to Solidarity's Jerzy Milewski.



Buckle Up! Safety Should Be Every Teamster's Concern; A Lot of People Depend on You!

Buckle Up for Safety! is a slogan most of us have heard or seen time and again—on the radio, in television ads and displayed on bill-boards nationwide.

How many of us, though, actually do buckle up day to day? While statistics indicate that more and more automobile motorists today are using their seat belts when in their vehicles, and thanks to new state mandatory buckle-up laws are ensuring that youngsters are strapped in, there is one group of Americans that frequents the highways more than anyone, is entrusted with the safe conveyance daily of millions upon millions of dollars worth of goods and equipment, and bears a tandem responsibility for the safety of the thousands of fellow motorists they pass, yet uses their belts very little.

This group, our nation's truck drivers, who daily climb into a truck cab and keep the wheels of commerce rolling with their efforts.

According to recent National Highway Traffic Safety Administration figures, compiled after studies of usage on our nation's highways, less than six percent of this nation's professional truck drivers wear their belts while they work.

Drivers often argue that today's standard equipment truck belts are uncomfortable, especially when combined with the air ride seat's up and down motion, and say that lack of retractable mechanisms means that the belt is usually filthy. But other data indicates that use of that belt is the primary



way drivers have of preventing harm to themselves in a crash, as well as damage to their fellow motorists, their equipment and anything else with which they come into contact.

A driver need only consider the impact involved in a low speed crash to realize the damage a major accident could cause. One Teamster training course, in fact, puts driver trainees into a "convincer," a seat that simulates a 5 or 10 m.p.h. crash so that beginning drivers can see how hard such a collision impacts on an individual, and hopefully, will remember it when driving, preventing injury when the driver climbs up into a big rig for a real day's work on the highwavs.

NHTSA says that, if drivers would cooperate by wearing their belts, more than 40 percent of all driver fatalities could be prevented, with as many as 60 percent of all injuries reduced or eliminated. Those are

when you consider that every year nearly a thousand drivers are killed in vehicle accidents, with thousands more injured. These deaths could be averted, as well as a lot of pain for the families of the drivers involved and those of the others the accident affects if drivers would only wear their belts, as already required by Federal Motor Carrier Safety Regulations.

Other studies suggest that drivers wearing belts are also less likely in accident situations to lose control of their vehicle, cause death to other motorists or property damage.

Surveys similarly have shown that the cost of injuries to truck occupants in vehicle accidents is disproportionately high, which isn't surprising when you consider the effect on a driver of slamming a truck cab into a bridge abutment or rolling it down the highway bank. The impact of that cab hitting the bottom is something like that of a freight train slamming into a stone wall. Even with a minor impact collision, the person behind the wheel can sustain tremendous injuries unless protected in some way from ejection from the vehicle, bouncing around the cab or striking objects in the vehicle.

We know there are many, many drivers who say 'I'm not using that dirty old belt for anything more than a dip stick,' or 'Why should I buckle up; in a crash maybe I'll fall free of the vehicle,' or 'I'll just take my chances; I'm a good driver and I won't have an accident.'

For every one of those alibis, there's a truck driver who can tell a story about a situation where a belt was used and made a difference in an accident.

The International Union is working even now with Congress to enact legislation that will require employers to specify new equipment or retrofit their trucks with safety belts that are comfortable, easy to use and designed so they stay clean, but it also encourages its members to use belts presently installed until better solutions can be implemented.

Drivers, if bothered by belts currently installed, might want to talk to their employers about installing retractors or a hook in the cab to hang their belts on when not in use. Trucking companies are becoming more aware of the efficacy of using seat belts and are implementing their own belt use awareness programs. Working together, hopefully we can devise belt systems that will be easier to use and get to the point where all Teamsters buckle up upon entering the truck cab.

WHAT ABOUT YOUR FELLOW MOTORISTS?

or safety's sake, let's consider some general facts about seat belts.

The Facts

Approximately 50,000 Fatalities Are Caused by Motor Vehicles Annually. They are the:

- * Leading cause of death among people 44 and younger.
- * Number 1 cause of on-the-job fatalities.
- * Cost the average employer nearly \$120,000 per employee death.
- * Comparable to the number of American soldiers killed in Vietnam.
- * Two and one half times greater than all fatalities caused by accidents in the home.
- * Ten times greater than fatalities caused by all other forms of transportation.
- * Equivalent to a 727 passenger jet crashing every day.

Safety Belts Make A Difference

- * Approximately 35,000 people die annually in cars, light trucks or vans equipped with safety belts.
- * About 50 percent (17,000) of these people could be saved if they wore safety belts. Safety belts cut your chances of being killed or seriously maimed in a crash by about 50 percent.
- * On any single vehicular trip, the chance of an accident is very low, but the possibility of a serious accident on one of the many trips in your lifetime is better than 50 percent. (What percent of your friends have never been in an acci-

dent? Ask around . . . the percentage will be low.)

- * Three out of four crashes happen within 25 miles of home.
- * A common cause of death and injury to children in automobiles is being crushed by adults who are not wearing safety belts. In fact, one out of four serious injuries to passengers is caused by occupants being thrown into each other.
- * Drivers wearing safety belts have more control over their cars in emergency situations and are therefore more likely to avoid an accident.

We hear that wearing our seat belts can prevent deaths and reduce injuries, but what exactly do those statistics mean? To put the situation into concrete terms, not wearing your safety belt doubles your chance of being hurt seriously in a crash. Serious injuries received in crashes often involve the head or spinal cord. In fact, in the U.S., auto accidents are the number one cause of epilepsy (from head injuries) and paraplegia (from damage to the spinal cord).

The restraining action of safety belts-especially shoulder belts-helps explain why they so drastically reduce the likelihood of being seriously hurt. Wearing just a lap belt gives you twice as good a chance of living through a crash as you'd have if you wore no belt at all. And using a lap/ shoulder belt combination makes your chances of survival three to four times better than they are if you drive beltless. Whether you're going 5 mph or 75 mph, you're a lot better off using belts!

Teamsters: Helping Build Job Security in the Ever-Changing Work World

he last part of the 20th century is going to be a time of great change in American society, both for the industries we've known and for workers in terms of jobs. And while the International Brotherhood of Teamsters is totally dedicated to protecting the interests of its members in all their traditional crafts within the union, it realizes, as General President Tackie Presser has said, that "America is changing, and if we want to stay competitive and a part of the parade, we will have to change with it."

Change, in and of itself, is not a bad thing. It keeps us vital, involved, on top of things and ready to face any challenges that come our way. The Teamsters are committed to meeting such challenges in ev-

erv wav we can.

Today, unfortunately, workers in crafts such as trucking and many industrial crafts face tremendous upheaval, caused by a decline in our smokestack industries and legislative maneuvers that have not only deprived them of their traditional jobs, but have undermined their rights at the bargaining table and on the picket lines.

Combatting such moves through strong political action programs is a part of the Teamsters' game plan, but our union and its officers realize that is

not enough.

For that reason, as International Teamster has noted previously, the union is looking at new options, new ways to help,

new initiatives at the bargaining table that can help save jobs in key industries by honing work rules and accommodating to change—not by making concessions as other unions have, and by studying the problems and formulating the innovative approaches that will solve them.

When you are talking about a union that as of May, 1984, represented 1.9 million working men and women, not to mention their families and our retirees, new approaches aren't considered lightly, nor are they implemented recklessly.

Since assuming office last year, General President Jackie Presser has been eyeing the situation, seeing where the real problem areas lie, and investigating ways in which we can

help members cope.

He is relying on input from Teamster affiliates around the country, many of whom have devised their own local programs to cope with unemployment, job training and retraining, as well as on the government and business groups, both of which can and should be partners in finding solutions. Government, of course, has funding available that can help us implement such programs, while business has expertise on the kinds of skills that will be needed, as well as the capability of providing jobs for new workers and those retrained for new crafts.

At International headquarters, the call has gone out to find out what will be needed, not just today, but for many vears down the road by our members in terms of assist-

A prestigious Commission on Work, jointly chaired by IBT Industrial Trades Division Director Joe Konowe and IBT Research Director Mary Ann Keeffe, is studying the problem of where the work is today, where it will be as we enter the 21st century, and what the Teamsters can do to prepare our people for jobs in current jurisdictions and emerging job areas. That commission is looking at the unemployment situation among Teamsters, with key goals putting Americans back to work and providing job retraining programs for those seeking to enter the work force in new capacities.

We are also involved in intensive negotiations with many governmental agencies on programs currently available to help workers with training and retraining. Governmental assistance, of course, exists for many training and retraining programs, and is already being utilized by individual Teamsters' locals around the country, such as Local 743 in Chicago, which is retraining its members as a result of job losses caused by the shutdown of area mailorder houses, and the Ohio Conference of Teamsters, which has long utilized these resources to help its own displaced workers learn new job skills in other crafts.

In Chicago last year, for example, Local 743 utilized the resources of the Job Training Partnership Act, passed by Congress with strong backing from the Teamsters, to retrain those mail order and other dis-

placed members.

Experts from various agencies, public and private, including social workers, family financial counselors, the Illinois Department of Labor and representatives of the National Alliance of Business and Operation Able were among those who helped them adapt.

As the Job Training Partnership Act went into operation, replacing other federal programs, Triton College in that area was awarded a grant from the Dislocated Workers Program, allocated through the state's Department of Commerce and Community Affairs, and experts from the college met with the Teamsters, arranging to enroll two groups of Alden's former mail order Teamsters in the center.

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Some of the workers were admitted to the Moraine Valley College Center; others reported to the Joliet Center for Laid-Off Workers; DuPage County people participated in a Job Club at a county office; arrangements were made with the Chicago Alliance of Business for 30 onthe-job training slots; 35 people became part of a continuing group at counselling sessions conducted by social workers from the Near South Family Center: Local 743 received a grant from the Illinois Board of Education for basic education courses for unemployed workers in the Local 743 office: the local began negotiating with the Jackson Adult Education Center for courses in English as a second language, and the Illinois Department of Adult, Vocational and Technical Education drafted a proposal for a joint basic education project.

These are the type of tools the Ohio Conference has been utilizing for years. Making sure that other Teamsters knew they existed was one of Teamsters General President Jackie Presser's first priorities as our top officer. Harnessing the same type of comprehensive approach for any of the nearly two million in our union family who need them is his second, already well underway.

he Teamsters, however, do not want to propose programs that won't have a long-lasting impact, but rather seek to assess our needs, and compile recommendations that will address workers' problems today and in the future. In this month's editorial,
Jackie writes, "We share a joint
obligation for retraining, replacement and protection for
our workers," adding that "Congress has the primary responsibility to protect American workers' jobs and prepare them
through retraining, education
and legislation for the jobs of
tomorrow."

We intend to enforce that responsibility by being a very vocal voice on the Hill, on behalf of workers. For our members in trucking and the airlines, both of which were impacted by de-



regulation, the hue-and-cry has never ceased. We seek government implemented retraining and job incentive programs to assist them, since it was Congress which threw them out of work in the first place with its deregulatory efforts. More can be done across the board, and we intend to do it.

Keeping pace with changing employment opportunities means developing an employment policy that ensures that our workers can fill the job openings that economic growth creates. We have proposed the establishment of a national policy panel, composed of labor, business and government representatives, to monitor such growth and keep job security

for workers at the same priority level as our national defense.

t the International Union, we are eyeing new educational programs, not just for members, but for our nearly 7,000 officers and business agents in the field as well. If there is to be a new tomorrow, then more will be required of our leadership, and we can't give them the same stale answers. Creative programs are being devised to give Teamster leaders not just a primer on the labor movement and the bargaining process, but to acguaint them with the communications, technological, representational and organizational skills they will need to compete.

Teamsters affiliates are doing likewise, hosting hundreds more seminars for stewards and officers each year than ever before. The workplace is changing, and as it does so, the demands on members and local union officers alike become greater. Education is a key to standing up to the new chal-

Around the country, as we

mentioned before, affiliates

also are devising new approaches. Teamsters Local 213 in Canada, for example, conducts its own training school in conjunction with contractors that is so good that in the recent past it has even been asked to train native Canadians at the government's request for jobs in the construction industry. Working hand-in-hand with the government this way is probably one of the best ways of acquainting them with our

programs and garnering their help. So, too, does the Arizona Teamsters Joint Apprenticeship Program, as it works in tandem with area contractors to train the journeymen truck drivers, mechanics and welders who will staff their operations tomorrow. Construction was down for a while, but that didn't stop program administrators who kept at it, ensuring that when the field picked up,

TRAINING

they had the candidates ready to take over new openings so their employers didn't have to go hunting.

here are, of course, other approaches and the union is eyeing them, too. In recent bargaining sessions, union negotiators have sought conciliation, not concessions, and cooperation, not confrontation. That's resulting in pacts that cost our members nothing and keep them working.

In craft meetings around the country, a new trend is emerging, too. Delegates are talking of the ways we can hone our contracts to provide the best protection for members, are discussing new ways of spurring productivity, are considering innovative ideas that keep union companies operating, are looking at jurisdictional lines and working out accommodations to protect our work and are coming up with contract proposals that are sometimes unique and creative.

The quest for job security has prompted the Teamsters, like other unions, to consider the once incredible idea of "lifetime job security," and has our people considering the possibility of enacting contract language that keeps people working, perhaps not always at peak level, but always working.

Share the pain' programs are being enacted by other unions, that allow companies to cut hours and compensation, right down the line, from management to the bottom rung worker, in times of crisis.

Others are considering what was once unthinkable, the feasibility of transferring workers from department to department as a company's needs change and of using temporary workers to meet temporary production upswings, while guaranteeing their long-term employees full time job security.

Still others are paring restrictive work rules, as workers at a Bethlehem Steel plant in Johns-

town, Pa. did recently in return for lifetime job security provisions. The trade-off in that case was that temporary excess work can be done by temporary contractor personnel until completion of a particular job. That same agreement also let Bethlehem move any of the 300 workers in the mechanical department involved to other jobs if no work is available in their assigned areas. Before, lack of work in a particular shop could have led to a layoff.

While the Teamsters have not yet agreed to such programs, we, like others in labor, are monitoring these latest trends. and will utilize those we think can help members.

In response to the mention



once before of the development of prospective training programs (mentioned briefly in the Winter, 1984 issue of International Teamster, where it was noted that the union is eyeing prospective retraining and educational programs as a way to help members cope with society's technological changes and industrial reorganizations), Gary, Indiana Local 142 Teamsters member E. J. Kliza responded with a three-page letter, suggesting that the need exists NOW for such retraining programs and urging the Teamsters to get started on such initiatives.

"It seems to me that helping a member retrain and looking at training programs are two different things," Kliza wrote. "It's time for the IBT to let up on the clutch, hit the gas and steer our brotherhood into new work opportunities. The only way to do that is—stop looking at training programs and start them.

Brother Kliza suggested further that the IBT, without delay: set up training programs for those who lose their jobs, such as our fellow Teamsters in freight or construction, both of which groups have been hard hit by deregulation and the recent recession; that the union get severance pay clauses in contracts to provide money to retrain or relocate in areas where there are plenty of jobs; and lastly, keep organizing and helping members.

All of these suggestions are good ones, well worth considering. But as members can see from the preceding, initiating such programs is complex, often costly and very time-consuming. When we do it, we want to do it right.

e in the the Teamsters believe, as do many experts, that during the next 50 years, scores of new occupations will crop up, reflecting advances in computers and health care, the needs of an aging society, and growing demands for services and leisure activities. At the same time, many of today's jobs will disappear in the face of progressing automation and worldwide industrial realignment.

Retraining in our increasingly complex world is becoming a lifetime process and will stay that way. Your union plans to help you with that, and is today formulating the ways to do it most effectively. Teamster skills are too valuable to lose; they deserve to be harnessed in other ways, should they become obsolete in one industry. We plan to ensure that they are.

Officers Drum Up Legislative Support



opscotching around the country in recent weeks, Teamsters General President Jackie Presser and other IBT officers have been thumping the drums for increased political action and more militancy on the part of Teamster affiliates, in response to actions coming from Capitol Hill designed to weaken labor's potency as a force in America today.

From Phoenix, Arizona Construction meetings and Carhaul grievance panels to Joint Council sessions in San Francisco and Chicago, and from ITU gatherings in California and Canada to a Washington, D.C. legislative conference on the issues, Teamsters officers have been delivering the message loud and clear. As the saying goes, "we're mad as hell, and we're not going to take it anymore!"

Teamsters in recent months have been providing our legislative arm, DRIVE, with the financial muscle it needs to deliver our messages in the clearest way possible—in the election campaigns and at the polls. Backed up by a savvy knowledge of the issues and an increased willingness to be involved in helping decide the issues, the union is coming to be known as a power-broker as never before in the halls of Congress.

If this trend continues, as Teamsters General President Presser plans, there would be no more bills like deregulation, which practically destroyed the motor carrier industry in a single stroke, no more Bildisco's, and no more anti-labor legislation. When will we be finished? When our voice is as loud on Capitol Hill as the Chamber of Commerce and the National Association of Manufacturers and the National Right-to-Work Foundation. Until then, we'll keep on movin' and shakin', and one day we will make a difference!

Taking this campaign to the farthest ends of the union takes time, but the importance of what the Teamsters is doing is our most important goal.

Speaking to Joint Council 7 in San Francisco, Jackie talked about some of the immediate problems facing the union, including job protection and the the serious question of unemployment among our freight members.

He decried the recent Supreme Court ruling in the Bildisco case against workers in bankruptcy situations, and told the group the Teamsters are mounting a massive drive in Congress to reverse this situation with legislation that would protect workers.

"At the IBT we're working hard to put labor back on the offensive," Jackie said, "but we need your help to recapture the spirit of fraternity and solidarity that built labor into the greatest mass movement in the history of our nation."

While in San Francisco, Jackie also was invited to address a luncheon forum of the Industrial Relations Research Association. He used this opportunity to put today's problems in perspective.

"The American worker, along with management and government, has, in two hundred years, taken a wilderness and turned it into one of the world's most affluent and productive nations. Now is not the time to backslide. Instead, it's time to move forward with renewed vigor and determination to forge a better tomorrow for millions of workers who depend on us," he urged.

Before Joint Council 25 delegates in Chicago, Presser and IBT Secretary-Treasurer Ray



Here Jackie Presser, Ray Schoessling and IBT Vice President Louis Peick receive a DRIVE donation from Local 734 President Robert Meidel and Secretary-Treasurer Brian Meidel. The donation, received just after the Teamster leaders addressed Joint Council 25, added \$2,000 to DRIVE's coffers.

Schoessling assured delegates that political action, at all levels of the International Union. is basic to the future of the union and the living standards of members and their families.

Stressing that the stability of the entire labor movement is at stake in the political arena, especially in the Congressional elections next November 6, Presser urged 100% support of DRIVE by all Teamster officers, delegates and employees of local unions.

General Secretary-Treasurer Ray Schoessling, for 20 years president of the Illinois Teamsters' joint council, added: "Employers are holding seminars all across the country to learn how to defeat unions. General President Presser is developing plans to provide the personnel, equipment and skills to revitalize the organizing effort of the union. We need the full support

of every affiliate and member, especially in politics, to keep our movement growing."

Central Conference Director Robert Holmes reiterated the Chicago call-to-arms. "We must get all the way into politics," he told participants. "DRIVE is important, so registration of all our members and their families is also a priority in our political order of business, starting immediately when politicians come to us for help in their campaigns. We want to be able to tell them that the Teamsters are 100 percent qualified to vote. That will make a big difference in the attitudes of politicians on issues that matter to working people."

Joint Council 25 President Louis Peick pledged that Chicago area local unions would be a leader in the International Union's DRIVE fund-raising campaign, as well as in registration of voters and support of Teamster-endorsed candidates. come November 6.

Wrapping up a busy round of meetings, General President Presser traveled to Cherry Hill, New Jersey, recently to address Local 676's 17th Annual Stewards' Dinner, where he commended Local President John Greeley for the fine job he has been doing on behalf of his members.

Jackie was joined on the dais by International Vice President Maurice Schurr and Joint Council 52 President John Morris, as well as Congressman Jim Florio from New Jersey.

In his remarks, Jackie told the stewards they are the front-line troops of the International Union. "I know from my 38 years as a trade unionist that a true measure of a union's worth is the strength lent by the shop steward," he said.

Bankruptcy Legislation Nears Vote

ith a cry of jubilation, Teamsters received word in late May that the Senate of the United States had scheduled floor action on the Packwood-DeConcini Amendment to the bankruptcy bill, legislation that if endorsed by the House of Representatives, would restore to American workers rights stripped from them by the Supreme Court with its Bildisco decision last February.

Teamster leaders, legislative personnel and our legal counsel waited anxiously after hearing that the amendment would be put to a vote on the Senate floor in late May, only to find that anti-labor forces had been successful in temporarily delaying debate and then blocking a vote on the amendment until later in June.

Victory would culminate an intensive lobbying effort by the International Union that had seen General President Jackie

Presser personally appear before a joint House/Senate committee to lobby for passage of legislation that gives workers the chance to retain their union contract rights in bankruptcy cases.

Teamster legislative and legal personnel also had been involved, burning the midnight oil on countless occasions with key legislative staffers in an attempt to get language worked out that would be acceptable to both House and Senate. The legislation faced a May 26 deadline, now extended to June 20, and, if enacted, would restructure the nation's bankruptcy courts as well as create a host of new judicial posts.

So persuasive and involved had the Teamsters been, in fact, that Senate Labor Committee Chairman Orrin Hatch personally commended the Teamsters' president for his intervention on this cause at the recent Teamsters' legislative conference, saying that Teamsters had provided an invaluable expertise toward solving the dilemma.

As the amendment neared a vote, in fact, hourly TITAN messages poured out from International headquarters to each IBT affiliate, urging them to immediately call their Senators. A mammoth outpouring of calls, telegrams and letters from affiliates is resulting, emphasizing the need for getting remedying legislation passed.

Teamsters, throughout the lobbying effort, had relied heavily on getting our members mobilized, explaining the Bildisco decision at every meeting we held from coast-to-coast and urging members to get person-

ally involved.

The bankruptcy legislation, if passed by the Senate, would return to the House, which is expected to endorse its own, very similar version, to the Senate legislation.

DRIVE's In High Gear For Fall

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eamsters General President Jackie Presser's innovative idea to get 98,000

UPS members involved with the IBT DRIVE program through the union's first-ever weekly dues checkoff program is catching on with UPS Teamsters, who are responding enthusiastically and signing those checkoff cards in record numbers as Teamsters visit cities around the country explaining the new program.

After UPS accepted the plan, Teamsters began setting up meetings with UPSers, explaining the program to them and asking them to pledge \$1 a week for DRIVE. Beginning with Atlanta, Ga. Teamsters Local 728's 2,600 Teamsters, the success rate so far has averaged an astounding 94%, according to DRIVE Director Wallace Clements. "Of every 100 people we are approaching, 94 are signing those pledge cards," he notes. "We started with a card that specifies \$1, \$2, \$3, \$4 or more, but requested only \$1, because we want them for a lifetime. The resulting success has been unbelievable.

"Originally, Teamster locals predicted UPSers wouldn't give 2¢ for nothing, but from Atlanta to Chicago, and all points east,



International Representative Edward "Doc" James didn't have much difficulty signing up these Local 705 UPSers after the new checkoff program was explained. They were among several hundred Teamsters who signed up for the voluntary program after learning of its availability.



UPS National Negotiating Committee Co-Chairman Dan Darrow, meeting with officers of all UPS local unions within the Central Conference, sent out the request for active participation after DRIVE Director Wallace Clements explained the easy new weekly DRIVE checkoff program the Teamsters have created for UPS members. Locals are enthused and ready to go.

west, north and south, results are proving otherwise. Obviously workers have come to realize the political realities and want to make sure their voices are heard in the legislative process. This is an instrumental way of doing that," Clements adds.

In Chicago, that was again proved true when Teamster ranks turned out en masse for the first UPS DRIVE sign-up in that city. In addition to signing up hundreds of new DRIVE members through the new checkoff program at Chicago Local 705, Teamster officers met with officers of all UPS local unions within the Central Conference area, getting all locals geared up to go.

Additionally, DRIVE was offered checks by several other Teamsters locals for the national DRIVE program, including Bakery Local 734 of Chicago. So obviously, when General President Jackie Presser and General Secretary-Treasurer Ray Schoessling addressed the ranks at a recent Joint Council 25 meeting, they really sent home the message about the need for political clout.



At a special meeting of UPS shop stewards hosted by Local 705 of Chicago and Vice President Peick, DRIVE Representative T. Tommy Cutrer explains the importance of joining DRIVE.

You Can Help With Hearing Conservation!

oughly one million American workers have a noise-induced hearing

To help reduce noise-induced hearing impairment, the Occupational Safety and Health Administration requires employers to develop hearing conservation programs for their workers who may be exposed to noise. About 15 million Americans work in industries where harmful exposure to noise can occur, and the agency hopes the program will prevent nearly 85 percent of new work-related hearing impairment cases.

It covers all workers (except in construction or agriculture) exposed to an eight-hour average noise level of 85 decibels or higher. That's equivalent to eight hours spent continuously over a vacuum cleaner or a food blender.

The program includes monitoring noise levels, testing workers' hearing regularly, training workers in ways to prevent hearing loss, and providing hearing protectors.

Your union works stringently to help you safeguard your health at work and was one of the key backers of this essential government program. You can help by knowing the facts about hearing conservation and when to ask for help. OSHA wants to help, too.

For information on hearing conservation, send a self-addressed envelope to: OSHA, Hearing Conservation, Washington, D.C. 20210.

SHIELD SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

Workers' 'Right to Know'

esponding to pressure from labor groups, Congressman Bruce Vento (D.-MINN.) has introduced a joint resolution in the House of Representatives in support of workers' "Right to Know."

The resolution, which calls on OSHA to revise its final rule, issued on November 24, 1983, has the support of more than 83 House members. OSHA's "Right to Know" (Hazard Communication) rule requires manufacturers to train and supply information to workers handling hazardous materials in the workplace. The IBT believes that the current rule does not go far enough to protect workers.

The Vento resolution cites the deficiencies of OSHA's rules and calls for the following revisions:

1. Inclusion of protections for all workers (including those in transportation, construction, wholesale trade and service industries) under the rule. Under the current rule, only workers in manufacturing are protected.

2. No federal preemption of state laws and local ordinances on "Right to Know."

3. Limitation on the use of trade secret provisions by employers.

The IBT Safety and Health Department and the IBT Legislative Affairs Department are actively seeking co-sponsors for the resolution.

Newcomers Fare Worse in Accident Statistics, BLS Says

f you are new at your job, your risk of injury is much higher than for more experienced workers. In fact, the Bureau of Labor Statistics (BLS) reports that in 1979, 48 percent of workers injured had been on the job less than one year.

Why are new workers more likely to get hurt? BLS studies show that employees injured at work often lack one vital tool to protect themselves: information. In nearly every type of injury BLS researchers have studied, the same story is repeated over and over. Workers often do not receive the safety information they need—even on jobs involving dangerous equipment,

where training is clearly essential.

What can workers do?

* Be sure you understand all necessary safety measures before you start to work.

* If you do not have information on how to perform your job safely, you or your steward should request instructions from your supervisor.

A leaflet with additional information on workplace protections for new workers is available free by sending a self-addressed envelope to: Occupational Safety and Health Administration, New Workers, Washington, D.C. 20210.

he IBT Safety and Health Department took its campaign for a safe workplace to Capitol Hill last month where, before the Health and Safety Subcommittee of the House Committee on Education and Labor, IBT Industrial Hygienist Suzanne Kossan offered the Teamsters' input at oversight hearings on the Occupational Safety and Health Administration and its policies.

The Teamsters, since the agency's creation in the early 1970s, have been one of OSHA's staunchest supporters and most severe critics. They came, in Kossan's words, not to condemn the agency, but to offer "observations and some constructive criticisms," in the hope of stimulating attention to problem areas the union sees with both its rulemaking and enforcement operations.

Kossan noted that over the past few years, Teamsters have been intimately involved in OSHA rulemaking on such issues as EDB, Asbestos and Hazard Identification, that is, the worker's right to know.

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As a result of these legislative activities, the union has discovered two common threads to OSHA standard-setting about which it has become deeply concerned, namely the agency's unreasonable delays in the standard-setting process and the failure of OSHA to set sufficiently protective standards.

Using the rulemaking on EDB as an example, Kossan pointed out that the Teamsters very early on recognized EDB's hazards and set about the fight for worker protections, only to face still continuing battles to get standards that adequately protect workers.

As she set out the chronology, it became apparent that from 1981 on, when the Teamsters first sought an Emergency Temporary Standard for EDB, the union had faced delay after delay, despite the fact that thousands upon thousands of workers were daily being exposed to EDB during the handling of

IBT Seeks A Beefed-Up OSHA



IBT Hygienist Suzanne Kossan makes our case.

EDB-tainted grain and in the handling and transportation of EDB-treated citrus and tropical fruits.

Although OSHA offered the promise of "expedited rulemaking," it was "far from expedited," Kossan remarked. In her testimony, the IBT hygienist cited repeated instances where OSHA failed to act, despite numerous documented cases of worker fatalities resulting from EDB exposure. Only after considerable Congressional prodding, the union pointed out, did OSHA issue a proposed ruling in September, 1983. And even then, the agency failed to take the extra step. To this date, it still has not handed down its final ruling on EDB in the workplace.

Confronted with incessant bu-

reaucratic "foot-dragging," the IBT suggested that the subcommittee investigate continued delays in the EDB standard-setting. Kossan pointed out that OSHA, in its most recent proposal did not even evaluate an acceptable lowest feasible level of EDB (that is, the levels below a toxic 100 parts per billion), and noted that "action violates the agency's own mandate to regulate the lowest feasible level."

The Teamsters also brought to Congress' attention two other problems encountered by labor with OSHA. The first was the "Right to Know" rule, which seeks to inform workers of the names and dangers of hazardous substances with which they work, yet applies to only 25% of the workplaces which might encounter hazardous materials, leaving Teamster members in trucking, construction and service industries, among others, completely unprotected because of the limited scope and enforcement of this rule.

Second was OSHA's On-Site Inspection Program, which, in the union's opinion, is jeopardizing workers' lives because of program deficiencies that make administration lax, allow problems to go undetected, and as a result, jeopardize workers' lives.

Recounting a problem Teamster case in the citrus industry, Kossan thanked the committee for intervening with Assistant Secretary Auchter to help the union remedy an unsafe situation, but added, "although the case is resolved, it should not be forgotten."

"We are now seeing OSHA overlook the failures of the experimental consultation programs and attempt to expand the programs nationwide through rulemaking," Kossan pointed out.

She urged the subcommittee to investigate OSHA's efforts to substitute such consultation for enforcement, which was Congress' real legislative intent when it established the agency.

SENIOR TEAMSTERS' POWER

Illinois to Consider Teamster-Supported Legislation for Retirees/Seniors

fter years of intense interest and lobbying by the IBT's Department of Retiree Affairs to champion the rights and to amplify the voices of Teamster retirees, Norman Greene, director of the Department of Retiree Affairs, recently announced a major advance. The state of Illinois has developed legislation to ensure that retirees, and all senior citizens of the state, have a strong, official influence on that state's government. Illinois House of Representatives Bill 2509, drafted by Representatives Ellis Levin and Richard Mulcahey, would, if enacted, require the appointment of a senior citizen advocate to 26 state boards and commissions. The legislation could affect the well-being and pocketbooks of all senior citizens and retirees living in Illi-

Illinois has been a pacesetter in acknowledging the value of the "voices of experience" in a nation where the media have indoctrinated the population with the notions that youthfulness is the quality to be sought after and that the talent, judgment, and experience of age are of less importance.

The state was the first in the entire nation to create a cabinet-level Department on Aging—ten years ago. A year ago, Illinois enacted the Hearing Aid Consumer Protection Act, and, also in the interests of senior citizens, enacted amendments to the Illinois Crime Victims Compensation Act.

House Bill 2509 would require the appointment of a senior citizen advocate to boards and commissions encompassing three major areas of concern to retirees and other seniors.

In the area of health and human services, the designated boards and commissions include the Advisory Board of Cancer Control, the Children and Family Services Advisory Council, the Health Facilities Planning Board, Hospital Advisory Board, Advisory Board to the Department of Corrections. Advisory Board for Services for Deaf/Blind Individuals, Guardianship and Advocacy Commission, Health and Physical Fitness Advisory Committee, High Blood Pressure Advisory Board, State Council on Nutrition, and the Rehabilitation Services Advisory Council.

Relating to economic issues of concern to seniors, there will be, pursuant to enactment of the legislation, a senior advocate to the Advisory Council on Commerce and Community Affairs, the Illinois Housing Development Authority, Insurance Advisory Board, Illinois State Board of Investment, Illinois Public Employment Pension Laws Commission, Board of Trustees of the State Employees Retirement System, Board of Trustees of the State Universities Retirement System, and to the Board of Trustees of the Teachers' Retirement System.

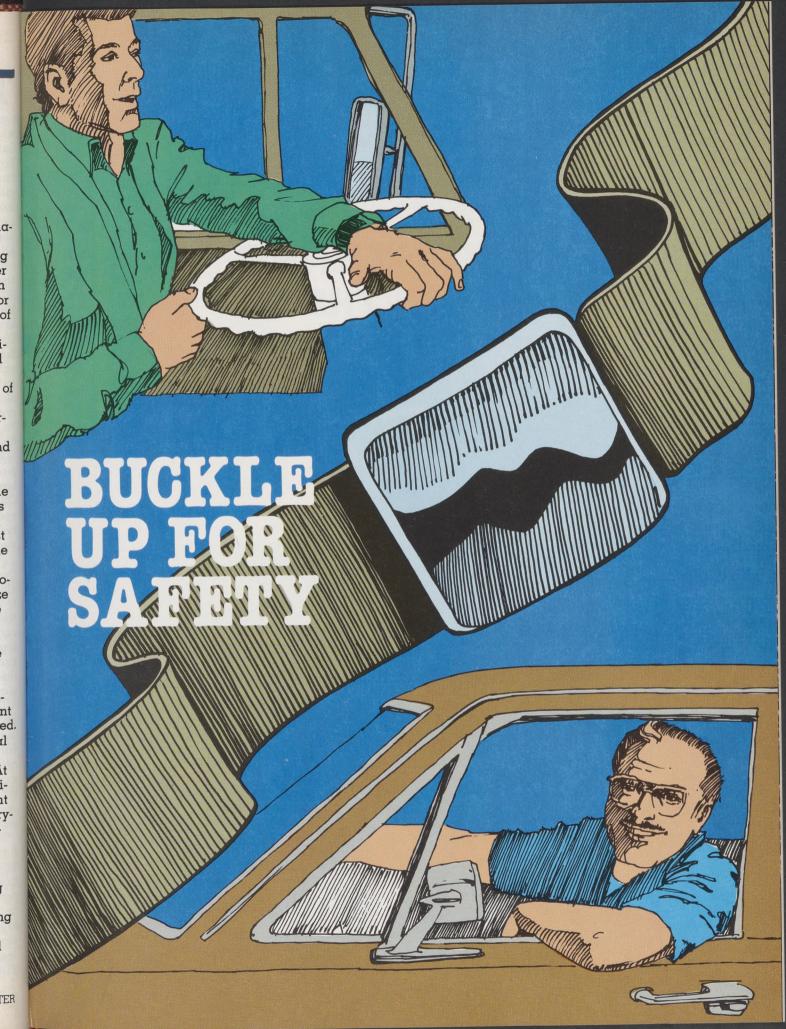
Lastly, a senior citizen advocate will be appointed to boards and commissions involving culture, education, and recreation: The Illinois Arts Council; the Illinois Community College Board; Board of Trustees of the State Community College of East St. Louis; the Advisory Board to the Department of Conservation; the Board of the Illinois State Museum; the Illinois Recreational Council, and the Advisory Board, Committee on Tourism.

One of the principal devel-

opers and advocates of the state's unique proposed legislation is State Attorney General Neil F. Hartigan, who has long championed the rights of older persons and retirees. Hartigan has also recognized that senior citizens are major consumers of health services and human services, that many senior citizens are dependent on a fixed income and are consequently vulnerable to the fluctuations of the economic cycle, and that many seniors and retirees participate in government-sponsored cultural, educational and recreational activities.

BT General President Jackie Presser has applauded this proposed legislation. He firmly believes that there must be fundamental changes in the direction public policy has taken with respect to older people. "The states must recognize that the ranks of retirees have been growing steadily, and that, without a policy of basic commitment to addressing the needs of retirees, millions of Americans will be excluded from the mainstream of American life, to the severe detriment of the entire nation," he advised.

The Illinois Attorney General has traveled the state, drumming up support for the bill. At a recent assembly where Hartigan was advocating enactment of the legislation, IBT Secretary-Treasurer Ray Schoessling expressed his hope that the bill would be duplicated by other states and eventually become national in scope. Schoessling joined with Retiree Affairs Director Norman Greene in urging Illinois Teamster retirees to support the legislation and all other retiree chapters to seek similar legislation.



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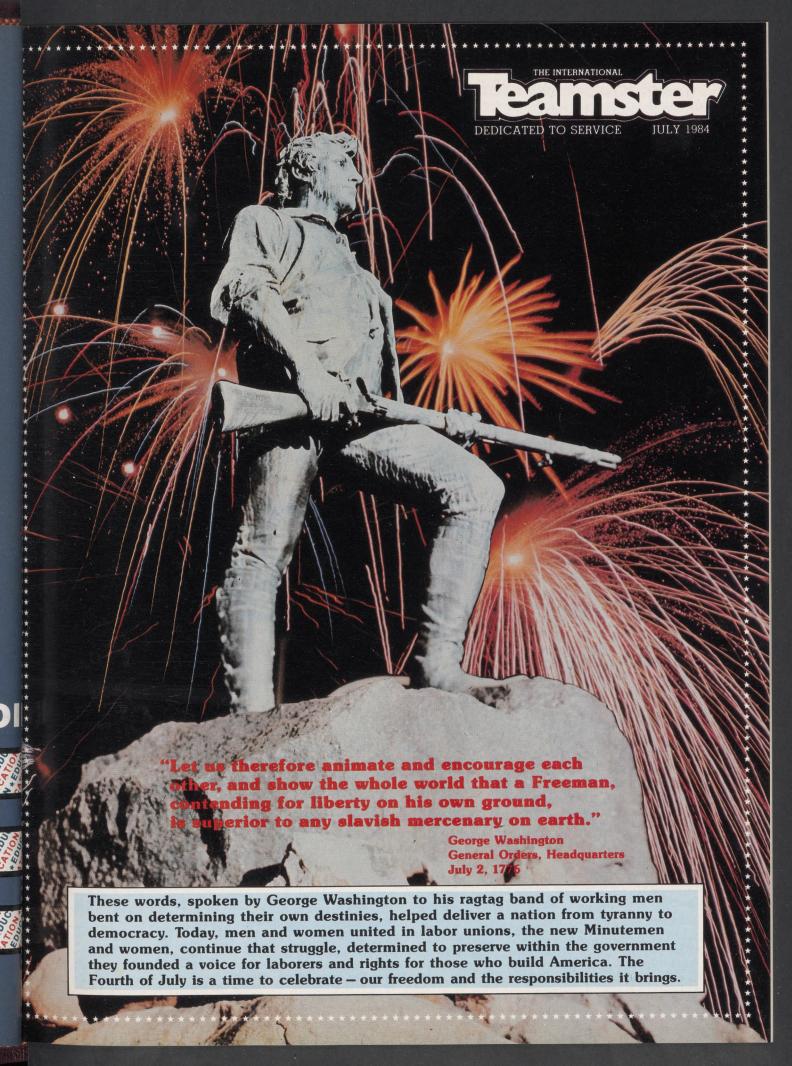
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INVEST IN YOUR FAMILY'S FUTURE JOI





THE PRESIDENT'S MESSAGE

n June II, with my appearance before the Democratic Party National
Platform Committee, we in the Teamsters officially began the quadrennial process of participating in national election politics. It was a historic moment for me personally, since I apparently was the first general president since Dan Tobin to address either party convention platform committee and the first of your leaders EVER to address both!

Your International Union. over the years, has been a strong and strident political activist for labor's causes and concerns, lending its expertise and counsel to Presidents. Senators and Representatives alike, as well as countless legislators at the state and local levels. Likewise, over the years, we've been actively involved in the election process, working for the candidates and the programs that can make a difference for American workers. This year will be no different.

We in the Teamsters represent upwards of 10 million people, counting our members, retirees and their families, and we will be taking their views before both the Democrats and the Republicans at their party conventions in the next few weeks, just as we did at the Democratic Platform Committee.

There are too many important issues pending for us to remain impassive, uninvolved or on the fence.

Before the Democrats, I urged programs to put people back to work and shore up the industries that are so vital to our economic survival as a nation, and urged the implementation of platform planks that will keep our nation on course, in terms of deregulation, bankruptcy proceedings, decent standards of living for retirees, quality health care and the like.

While we haven't endorsed a candidate from either political party, and won't until after the party conventions, seeing the 184 members of the platform committee hard at work, studying the issues facing this nation and its citizens gave me heart and reaffirmed my faith that the democratic process can work and will be responsive to the needs of the people, if we but make those positions known and have an input. This we are endeavoring to do.

This union has never been a fence-sitter in its history. We've always taken the tough stands on the hard issues, and in 1984, we have positioned ourselves to put our money where our opinions are, in terms of supporting candidates who think as we do.

The Teamsters' 1984 DRIVE election year gear-up has been one of the most successful in the union's history, and is a credit to the hundreds of thousands of Teamsters out there who realize the importance of the political process to their lives and feel the need to get involved. Your voluntary contributions are making a big difference this year and are the infusion of new blood that has led to our resurgence as a political force in our nation's capital. I think it's safe to say when the Wall Street Journal and other publications perceive that you're on the move and begin announcing that you have political clout, you really have arrived in terms of strength to

From the General President



Jackie Presser

make your opinions heard. We know we have the ability to mobilize our ranks for our causes and are beginning to do just that on issues such as bankruptcy that are vital to our members' best interests.

Massive voter registration and get-out-the-vote drives in the weeks and months ahead will drive home the point where it counts most—at the ballot boxes during the primaries and on Election Day, November 6.

We again urge you and your members to get personally involved. Your union and its officers will be and we think we can make a difference!

Fraternally,

Jackie Tresser

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.





DEDICATED TO SERVICE

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Input to Demos.



2 **Teamsters Continue Their Deregulation Fight** Plead for measures to aid our members

- Pa. Conf. Holds Founding Convention Session takes place in Harrisburg, Pa.
- Presser Offers Teamsters' Input to Democrats Addresses Party Platform Committee
- V.P., Bakery Director Retire Host of new appointments is announced
- Southern Conf. Hosts Successful Session Policy committee, staffers get an update
- 13 IBT Announces 1984 Scholarship Winners 10 deserving students get stipends
- Bankruptcy Bill Goes to Conference 16 Teamsters work to get favorable language
- 20 SOLIDARNOSC: Teamsters Voice Support Human rights cannot be denied
- Bill Lee, John Greeley Are Dead 22 Veteran Teamsters both helped build union

NEXT MONTH:

As International Teamster went to press late in June, the red carpet at International headquarters was being rolled out for this year's IBT scholarship winners, who on June 25 visited Washington, D.C. to pick up their awards from General President Presser. Full details of their visit will be in next month's magazine.

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Teamsters Continue Deregulation Fight; Plead for Measures to Aid Members

he Teamsters took their case on deregulation to Capitol Hill again in mid-June, this time appearing before fourth year oversight hearings before the House Committee on Public Works and Transportation Subcommittee on Surface Transportation.

The legislators interest in what we had to say could perhaps best be gauged by the fact that Teamsters witnesses were next to last on the day's agenda and by the fact that when we testified, there was only one representative in the room, Fofo Sunia, a non-voting delegate to Congress from American Samoa. (The Teamsters' remarks were, of course, submitted to the record, and thus will be available for all Representatives to review.)

Both facts, however, gave some indication of how little concern Congress gives to the impact deregulation has had on workers. Rather, legislators seemed to be there only to hear about the experiment's successes and contemplate whether now is the time for further deregulatory moves, defending their own right to make those changes legislatively, rather than have the ICC do it administratively.

In setting the stage for the hearing, Subcommittee Chairman Glenn M. Anderson noted in his opening statement that much had happened in the four years since Congress took final action on the Motor Carrier Act of 1980 and it was signed into law by President Carter.

"Sweeping reforms authorized by the Act have been implemented amidst great controversy. Many new carriers are now operating as a result of the Act and the motor transportation marketplace is a much



Local 70's Chuck Mack testifies as the IBT's Weintraub and Sweeney listen to his remarks.

freer one," Anderson noted.
"And also in the intervening years, the Commission has acted in a manner deemed by some as capricious and counter to the best interests of the motor carrier industry and, of infinitely greater importance, the American public.

"Perhaps no measure, though, which the Commission has taken into consideration has fueled greater controversy than its pending proposal to withdraw antitrust immunity for collective ratemaking in the trucking industry," he noted, adding that in his view, "the Motor Carrier Act of 1980 is a reform Act. In short, it streamlined the regulatory apparatus for the trucking industry. But it clearly did not abolish all regulatory controls, nor did it authorize the abolition of all regulatory controls by anyone else (emphasis added). Those facts should be abundantly evident to all who have read the law." Anderson noted, and continued to note as he heard from witnesses such as the ICC and the Department of Transportation,

both of which agencies testified with the apparent intent of eliminating even the few controls that govern the beleaquered motor carrier industry.

Teamsters witnesses, including IBT Legislative Director David Sweeney, IBT Director of **Economics Norman Weintraub** and Local 70 Secretary-Treasurer Chuck Mack, were there, not to argue the logic of deregulation, because as Mack noted in his testimony, at this point that "would be an exercise in futility," but rather to argue that the time has come, as promised, to assist hard-hit workers from this industry and cease further deregulation until the industry stabilizes. Mack had come from California to describe, based on his 17 years of experience in a trucking local, the human suffering that has resulted from deregulation.

Both Mack and the IBT's Weintraub, who came armed with the union's latest annual unemployment survey of its members, described the economic toll of deregulation, citing our 100,000 unemployed and

noting that more than twenty major Class I carrier bankruptcies have occurred since deregulation's enactment. They also related other problems, including a growing trend by employers to try to abrogate their contracts and use of the threat and/or declaration of bankruptcy to bludgeon workers into submission.

But Mack went further, describing the generalized problems facing workers, such as the human suffering and mental anguish involved with job loss, the monetary problems caused by a rapid decline in income, the threat of facing health emergencies without health and welfare benefits, the loss of pensions or the necessity for accepting reduced pensions, as well as the sheer indignity to "our once proud overthe-road drivers and terminal operators as they struggle to make ends meet, scrimp to make car and mortgage payments, and scrape to put food on the table."

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iving faces to the figures, Mack described the hardships taking place in his own home Local 70 in Oakland, which last year necessitated the formation of a Teamsters Assistance Program at the local. Citing individual cases handled by the service bureau, Mack described, among others, Case No. 5-4, in which an unemployed member had exhausted his unemployment benefits and needed emergency treatment, but had no health coverage. The local sent the member to the Welfare Department, and also arranged for his further treatment at a county

In another case, No. 3-6, an unemployed member was in desperate need of food for his family. The local contacted the Salvation Army and was able to get him emergency food supplies.

In a third instance, Case No. 4-4, an unemployed member was sleeping in his car after losing everything he had, due to unemployment. The local arranged emergency shelter and food through the Baptist church.

In a fourth, Case No. 2-4, an unemployed Local 70 member was being asked by his landlord to move. Pacific Gas and Electric was also threatening to turn off the member's utility services if overdue payments were not sent. TAP contacted the man's landlord and got him to let the member stay in the unit, with the pledge of payment. The Salvation Army paid his utility bills.

All were former highly paid freight industry employees! All had been reduced to relying for the first time on the benevolence of others as a result of deregulation. For these members, there was no question about the impact of deregulation on their lives, as Mack told the subcommittee.

"These are the hard facts of life that our unemployed members must face every day.

"This is no time to be ideological," Mack noted. "We have 100,000 members who've been legislated out of their jobs. One hundred thousand people who are now impacted because of the theory of deregulation and its implementation by the ICC.

"The time to act is now!" he emphasized. "When Congress initially considered legislative changes in regulation of the trucking industry, we suggested the inclusion of several proposals that would provide some measure of job security for our workers. We were assured by Congress that this would not be necessary because the Act instructed the ICC to implement the law so as to minimize disruption of the industry.

"We were promised that if this legislation harmed our membership, we could win redress for them. Well, frankly, when nearly 100,000 workers have been legislated out of their jobs, by a commission that should not have legislative authority, the time for redress is

e ask for equity,"
Mack affirmed. "Labor, management
and the government must work
together to resolve the problems
facing general freight handlers.
We ask Congress to do its part,
by implementing regulatory
changes that will consider the
needs of workers, as we asked
some four years ago when deregulation was originally implemented."

Mack suggested that these

Mack suggested that these changes should include:

1) Directing the ICC to implement the Motor Carrier Act of 1980 in accordance with Congressional intent to minimize disruption in the industry;

2) Establishment of priority hiring rights for workers displaced by deregulation;

3) Requiring the ICC to determine public need and carrier fitness as preconditions to approval of grants of operating authority;

4) Safeguarding the public interest by directing the ICC to maintain effective service obligations and a monitoring program to enforce such obligations:

5) Passage of legislation establishing a minimum financial responsibility level at \$1 million:

6) Congressional investigation of pricing, intercorporate hauling, safety and the competitive position of owner-operators under deregulatory conditions;

7) Passage of immediate legislation to remedy the serious defects in our bankruptcy laws and establish a just, equitable bankruptcy standard, to prevent carrier abuse of this tool; and,

8) Opposition to any further deregulation of rates or entry, until the motor carrier industry and Teamsters members employed in that industry are able to adjust to the deregulated environment.

"In all honesty we do not know what impact the 1980 Motor Carrier Act would have had on the industry, because it has

DEREGULATION

never been responsibly implemented by the ICC. The ICC has exceeded the powers vested in it by the 1980 law and has frustrated the intent of this body when you passed that bill. By whose authority has the ICC relieved itself of its statutory duty to administer the law as it was passed by Congress?"

"Each of the last four years we have documented the devastation that deregulation has wrought on employees of the motor carrier industry. Each of the last four years we have offered specific proposals to alleviate these problems. I sincerely hope that this year Congress will take heed of our suggestions and implement the measures needed to put men and women back to work in a strong and vital industry,"

n concluding the union's statement, Mack told the subcommittee for the Teamsters, "When Congress passed transportation deregulation, it did so for the benefit of consumers. I find it difficult to believe that Congress intended to benefit consumers by permanently lowering workers' standards of living. Yet, it is the workers who are being penalized in the current regulatory scenario. Working together, Mr. Chairman, I believe we can overcome the problems which are plaguing the motor carrier industry and its employees. Together, I believe that we can put our members back to work."

The three Teamsters did an excellent job in assessing deregulation's impact, in terms of unemployment and the resulting repercussions for our members, but the legislators seemed to pay little heed.

Instead they listened to a diverse range of witnesses, including representatives from both the Interstate Commerce Commission and the Department of Transportation, as well

as the American Trucking Associations, Inc. and groups representing small shippers. Both the ICC and DOT described deregulation as a successful proposal and urged even more deregulation, with the subcommittee arguing with the two only on the grounds that they seemed to be exceeding their own authority and usurping Congress's, with a number of their most recent administrative proposals.

eading from the Act, Chairman Anderson several times noted that Congress had sanctioned the elimination of neither the principle of collective ratemaking nor the historic antitrust immunity for the motor carrier industry, both of which have been suggested by the ICC and are in the works. Anderson suggested that if such changes are to be made, they should be done so legislatively by Congress, rather than by these agencies. Both agencies, it should be noted also, in their headlong rush to total deregulation, argued back that they felt the ICC DID HAVE the mandate under present law to make any changes it saw fit, and that if anyone questioned those changes, they could argue legally about their validity after

Asked to assess the current financial condition of the motor carrier industry, ICC Chairman Reese Taylor discussed recent statistics governing the industry, and contrary to evidence the Teamsters would present, laid blame for a rash of carrier bankruptcies and cessations of operations since deregulation to a natural shakedown that has resulted from the "transition from a protected economic environment to a competitive environment," terming overall industry economic and operational conditions on the upswing and much better than the watershed period of 1982.

such proposals became law!

A major subject of discussion was the ICC's recent Ex Parte 297 final decision as regards collective ratemaking, which established new requirements and standards for motor rate bureaus as a condition to continued antitrust immunity.

Much time was spent during the session discussing the ICC proposed Ex Parte MC-172 rule, which concerns the withdrawal of antitrust immunity for collective ratemaking on small shipments, proposed by the commission in September, 1983, and due for oral arguments at the end of June.

Another rule, dealing with single source leasing was discussed at length, with Ex Parte No. 122, lease of equipment and drivers to private carriers, recently the subject of an Eleventh Circuit Court case, Ryder Truck Lines, Inc. v. United States. The Commission's new policy, now being implemented, eliminated a prior presumption that any "single-source" lease (i.e., leases to private carriers of equipment and drivers from one source) constituted for-hire carriage. This means, unless Congress intervenes, owner-operators may enter into lease agreements directly with shippers or private carriers, provided specific criteria are met, and that bona fide agreements between owner-operators and private carriers will be exempt from ICC regulation.

he Teamsters, of course, support the principles of collective ratemaking and antitrust immunity for the motor carrier industry and oppose provisions to eliminate antitrust exemptions for rate bureaus.

The union also is against proposed ratemaking by the ICC which would lift regulations on shipments of less than 1,000 pounds, viewing it as a prime example of the ICC's abuse of its congressional authority.

Whether we were any more successful at this hearing that at previous ones is doubtful, but members can rest assured that the union will keep on pluggin' until your rights are protected!

ore than 240 delegates attended the founding convention of the Pennsylvania Conference of Teamsters June 18-20, getting the new Teamsters statewide affiliate off to an auspicious start.

The new conference merges the strengths of Teamsters Joint Council 53, headquartered in Philadelphia, and Teamsters Joint Council 40, headquartered in Pittsburgh. Chief goals of the conference are to increase the political and economic strength of the Teamsters statewide.

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The marriage brings into one coalition the 29 Teamsters locals scattered throughout Eastern Pennsylvania and the 26 Teamsters locals from Western Pennsylvania, for a group that will collectively speak for more than 125,000 Teamsters, thus becoming one of the largest of the 10 state conferences within the Teamsters.

Welcoming delegates to the session in Harrisburg, Local 115's John Morris lauded the establishment of the conference, saying that, "The driving force behind the establishment of the Pennsylvania Conference of Teamsters is to keep pace with the policy of political participation that General President Jackie Presser has set forth for the Teamsters."

Morris expressed the hope that the Pennsylvania Conference will advance unified policies for all Teamster affiliates in the conference in the fields of public affairs, political action and legislative programs. The conference will select, support and endorse candidates for public office throughout the state and will raise money for political contributions from their members and the 43,000 Teamster retirees in Pennsylvania. The conference also will be active in the organization of new members.

A host of Teamster leaders and civic and political dignitaries were on hand for the threeday session to lend their insights to the meeting's theme of political action.

Founding **Convention of** Pa. Conference Convenes

By the number of incumbent legislators and candidates attending, it was obvious that Pennsylvania Teamsters already have political clout and that their new statewide organization will give them an even broader forum for harnessing

and utilizing it.

On hand for the meeting, to which delegates from throughout the state were welcomed by host Local 776's President Don Moudy, were Governor Dick Thornburgh, Lieutenant Governor William Scranton, Democratic Majority Leader Jim Manderino from the State House of Representatives, Senator Vincent Fumo, the Democratic leader of the Philadelphia delegation and ranking member in the State Senate, along with all six candidates for three statewide offices up for grabs this year, including the posts of State Attorney General, State **Auditor General and State** Treasurer.

Also addressing the delegates were IBT Vice President and Eastern Conference of Teamsters Director Joseph Trerotola and IBT Vice President Maurice R. Schurr.

Giving delegates an in-depth presentation on current National Labor Relations Board and Supreme Court decisions affecting labor's rights was At-

torney Hugh Beins.

Attending a reception to meet and greet Pennsylvania Teamsters were countless representatives from the State House and Senate, along with commissioners from the Public Utilities and Turnpike Commissions, and a whole roster of statewide judges, including two Pennsylvania State Supreme Court justices.

One of the first priorities of

the session was the establishment of bylaws for the new conference and the election of officers. Elected as President of the new Teamsters affiliate was John Morris, secretary-treasurer, Philadelphia Local 115; Vice President, Joe Santone, president, Erie Local 397; Secretary-Treasurer, James R. Beros, president, Pittsburgh Joint Council 40; Recording Secretary, Lee Via, secretary-treasurer, Lancaster Local 771; and as Trustees, Larry Thomas, president, Philadelphia Local 513, James Burns, president, Reading Local 429, and Jack Frazier, president, New Castle Local 261.

During the business sessions of the conference, delegates took action on more than 30 resolutions submitted to them for their consideration. Of particular interest to these politically experienced Teamsters were resolutions enthusiastically proposing expansion of the national IBT DRIVE program, the establishment of a statewide DRIVE program and a strong commitment to effective politi-

cal action efforts.

In other action, participants endorsed a proposal opposing Hobbs Act changes, and enacted resolutions urging Congress to desist from further deregulation, one opposing the Supreme Court Bildisco decision and urging Congress to act to remedy the inequities it created, one opposing discrimination, another urging health care cost containment, and several dealing with support of charitable causes dear to the hearts of Teamsters, including the Deborah Hospital Foundation and the National Easter Seals Society, among others.

In concluding the session, new Conference President John Morris termed the meeting "one of the most successful, productive gatherings" he'd ever attended, as did others, and predicted that from this rousing beginning would come one of the union's best, most influential statewide conferences in years

to come.

Presser Offers Teamsters' Input On the Democratic Party Platform

Building America's
Future, The Teamster Perspective,"
was Teamsters General President Jackie Presser's theme, as
he appeared before the 1984
Democratic National Convention Platform Committee last
month in Washington, D.C.

The two-day session, June II and 12, concluded a round of seven regional meetings held by the Democrats to assess populace views on the key issues facing the nation as we go into the 1984 presidential elections. These views will be incorporated in the Democratic Platform presented at the late July Democratic Convention in San Francisco.

Presser appeared, along with Democratic candidates Gary Hart and Jesse Jackson, to put the Teamsters' imprint on platform policy. The visit came near the windup of the long hearing process which, during its course, had heard suggestions from more than 1,000 witnesses around the country.

Witnesses representing views from one end of the human interest spectrum to the other attended the concluding round of the platform-writing sessions to make their cases. Organized labor, with the Teamsters among the most persuasive, strongly emphasized the need for programs that fairly represent the needs of working people.

Presser added his views to those of the AFL-CIO, the Building and Construction Trades Department of the AFL-CIO and a host of other union leaders, in calling for change. Specifically, the Teamsters leader urged the adoption of party planks that will stabilize and strengthen our nation in the years ahead.



In calling for change, Presser asserted that the first things we must do in building a strong and fair future for our country are to reaffirm our commitment to full employment policies, strive for fair regulatory policies and seek equitable labor policies.

"It is time for us as a nation to clarify our priorities, pool our resources, and channel our energies to the achievement of a working America," he declared.

Noting that the Democratic vision of a fair society has always been the "opportunity for all people to share in the rewards of employment and economic prosperity," Presser asserted that today that vision is being challenged by new realities, a "new wave of economic challenges" that have shaken the foundations of our industrial strength. Ticking them off, Presser cited "automation, plant closings, imports, illegal immigration and the shift from an industrial to a service economy" as some of the culprits that have combined to create a growing crisis for American workers.

Lamenting what he termed the "deindustrialization" of America, Presser urged as a first step toward health, the reestablishment of the industrial might of America. "Unless we develop an approach which addresses the economic imperatives facing us, we will be condemning American workers to an economy of unemployment and despair," he said, in urging establishment of programs that provide "remedies for today, and hope for tomorrow."

The Teamsters leader proposed in his written statement several ways in which to do so, including the establishment of training and retraining centers for dislocated workers, a cooperative program between business, labor and government to assist workers in finding new jobs, and establishment of a national job bank to match workers' skills with new job openings, among other suggestions.

Citing specialized Teamsters concerns in the areas of airline and motor carrier deregulation, Presser also urged the Democrats to reassess their stance in favor of further deregulatory efforts, noting that "deregulation has exacted a tremendous price in human terms from Teamster members and other workers, including nearly 100,000 members in the general freight industry and, according to the Civil Aeronautics Board, more than 44,000 full-time airline employees out of work since December 1979 due to deregulation, with more losses predicted in the wake of shakedown from the newly deregulated communications industry.

"When Congress passed transportation deregulation, it did so for the benefit of consumers," Presser affirmed. "I find it difficult to believe that they intended to benefit consumers by permanently lowering workers' standards of living. Yet, it is the workers who are being penalized in the current deregulatory climate."

Presser also called on the Democrats to work to thwart the latest kink in labor-management relations, the "use of bankruptcy proceedings by unscrupulous managers to abrogate union contracts," by "reaffirming its (the party's) commitment to encourage the institution of collective bargain-

ing and the right of workers to attain this goal through unionization, specifically by working with labor and management to advance an equitable labor policy in the United States and by leading the efforts to develop a legislative solution to bankruptcy problems.

"The Democratic party has a long and proud tradition in the advancement of the interests of American labor," Presser reminded the committee. "Together, we must display the courage to move in the directions which will build a strong, fair future for America. Our actions," he warned, "will be judged by our ability to provide a decent standard of living for retired workers...by our ability to provide affordable, quality health care to the families of American workers, and...our ability to provide employment to all Americans who are seeking work.

"The Teamsters," Presser pledged, "will work with the Democratic Party to achieve the promise of opportunity for all Americans."

The Teamsters leader had, early on in his comments, told

the platform committee of our decision not to endorse any presidential candidate until after the party conventions have been held and party platforms have been enacted, emphasizing that we in the Teamsters feel it is important to first poll our membership and consider their preferences as to candidates and the issues. (That poll will be conducted in the August, 1984 issue of International Teamster.)

At the conclusion of the hearing, a small working group, composed of just 15 of the 184 members on the platform committee, began formal drafting sessions on June 17, in preparation for the July 15 start of the Democratic Convention.

Already, Teamsters General President Presser had made history of sorts, becoming the first of our presidents since the politically active Dan Tobin to address either party convention platform committee and the first president ever to address both.

As Teamsters have noted before, DRIVE is a bipartisan committee and its very name says it all with Democrat, Republican, Independent Voter Education. This year we've proved that true with our involvement, as well as our words, and with our checks, as well as our support. In this regard, the "sleeping giant," as we once were called, has truly awakened and is on the move.

Whether labor's interests are well served by the platform planks the committee drafts remains to be seen. We in the Teamsters will be watching to check that they are. We also will be in attendance at both the Democratic and Republican conventions to lobby for members' interests as each proposal is enacted, giving delegates to those sessions a sharp awareness of what the needs of labor are and making sure they keep those needs clearly in mind as they vote on the platform and the candidates who'll run this fall. Labor will be heard this year!

Carr Named to RNC Labor Advisory Council

BT Vice President Jesse L.
Carr received a very prestigious appointment recently when he was named as a member of the Republican National Committee Labor Advisory Council, chaired by U.S. Representative Claudine Schneider (R-R.I.).

Carr was one of six labor leaders just named to the influential 22-member grassroots Republican policy panel.

The group, formed in 1982, is charged with serving as a "primary vehicle for maintaining and improving communications between the Republican Party and organized labor."

In preparation for the upcoming Republican National Convention this August, the panel recently scheduled a series of hearings, to be held June 27-29 in Washington, D.C., to assess labor's views on key issues that should be addressed by the Committee on Resolutions (Platform) at the convention.

The hearings, the first in which Carr will participate, were slated to study maritime and building trades issues on June 27, transportation, industrial and mining issues on June 28, and issues facing public employees, health care and service trade workers on the 29th.

Int'l Posts Change Hands; New Officers Are Appointed

hanges were taking place everywhere this month, as the International Brotherhood of Teamsters announced a major officer retirement and a spate of new appointments to fill that and other posts in June.

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Jesse Carr

Key among these was the appointment of Jesse L. Carr, director of the Western Conference of Teamsters and, since January, 1976, an International Union trustee. Carr was recently

named the sixteenth vice president on the Teamsters General Executive Board.

Carr, since his appointment as conference director earlier this year, has been making changes in the Western Conference that are revamping its programs and policies, revitalizing its operations, and rejuvenating its organizing efforts. His appointment as a vice president met with the unanimous approval of the Teamsters' executive board, all of whom were polled after General President Presser's selection.

Carr, a veteran Teamster with more than 38 years of membership behind him, is another of our officers who came from the ranks. Carr joined the Teamsters in 1946.

In 1953, Carr became a business agent and organizer for Teamsters Local 959: three

years later, he would be elected its secretary-treasurer, and within a year, he would consolidate the strength of the Teamsters within Alaska by forming one statewide Teamsters local from the five formerly within the state.

Carr has won reelection to the post of secretary-treasurer in every election since, forging a strong Teamsters organization that has grown from less than 900 in 1953 to more than 12,000 members today and represents workers in more than 500 different occupations.

Carr also was a longtime member of the Western Conference of Teamsters policy committee prior to his appointment as its director.

Filling the vacancy as an International Trustee created by Jesse Carr's appointment is a newcomer to leadership ranks, but a veteran Teamster, nonetheless.

Jack Cox For Jack D.

Cox, secretary-treasurer of Teamsters Local 572, being named to the International post culminates a long Teamster leadership career.

In naming Cox to the post, General President Presser said, "Based on his experience and the dedication Brother Cox has demonstrated as principal officer of Local 572, I have the fullest confidence that he will serve with distinction in his new post."

Cox, named a full-time representative for Local 572 back in 1962, has, since 1966, served as secretary-treasurer and chief executive officer of the Carson, California Teamsters affiliate.

This World War II veteran of the U.S. Navy and onetime merchant seaman has lived and worked in the Long Beach, California area since 1958.

With Local 572's jurisdiction covering both the Long Beach and Los Angeles harbor areas, and including salesdrivers, warehousemen and major industrial companies, Cox has developed considerable and widespread representational expertise and has personally been involved in negotiating contracts and representing members with several nationally known firms.

Čox, in addition to his union work, also has been active in local and state Democratic Party activities and has served on both county and state party committees.

Cox, as an International trustee, will have as one of his principal union duties the task of biannually reviewing the books of the International Union, assisted by certified public accountants, and reporting those findings to General President Presser for the purposes of reporting to the IBT General Executive Board.

Cox joins veteran Teamsters Trustees Frank Matula and Theodore R. Cozza at this task.



General President Presser also announced last month that he has named Local 480 President Luther Watson as a General Organizer for the International

Teamsters

Luther Watson Union.

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Watson, a Teamsters officer since 1967, became a member of the Teamsters Union in the Southern Conference in 1950 at Local 327 in Nashville.

Elected chairman of the stewards' freight council at Local 327 in the mid-fifties, he became a business agent for the local in 1959, representing city, pickup and delivery, over-theroad, shop and miscellaneous workers at the local.

When Local 480 was granted a charter in 1967, Watson was appointed its principal officer, and the next year, was elected its president/business manager, a post to which he's been consecutively reelected since.

Watson also is a policy committee member of the Southern Conference of Teamsters; union chairman of the Southern Multi-States Grievance Committee for the Southern Conference of Teamsters; is secretary-treasurer/director of Nashville Teamsters Joint Council 87, covering Tennessee, Mississippi and parts of Alabama, has since 1971 served on National Master Freight Agreement and UPS national negotiating committees, as well as on the Southern Conference Supplement Committees; and has served on the Resolutions Committee at each Teamsters convention since

He also has been actively involved for many years in supporting the IBT DRIVE program, with his members always near the top of the rolls in terms of participation.

The politically savvy Watson long has been an instrumental community and political activist, as well as being a veteran Teamsters leader. His Nashville, Tennessee, local has proved to be an extremely successful machine in mobilizing support for political candidates they back, most recently supporting U.S. Senator James Sasser and State Senator Kenneth Springer in successful election bids in the 1982 races.

Named as the new director of the National Bakery Conference of the U.S.A. and Canada recently was Robert Meidel, president of Chicago Teamsters Local 734.



Meidel, a trustee of Chicago Teamsters Joint Council 25, is no newcomer to the bakery industry. Since 1981 he has served as vice chairman of the National Bakery

Robert Meidel Conference, having been elected to the post then and reelected at the conference's annual meeting every year since.

The Bakery Conference is scheduled next to meet in annual session in late July, 1984.

Retirements Announced

In other union changes,



Teamsters Tenth International Vice President M. E. Andy Anderson announced his retirement, which took effect May 31.

Another change on the International scene an-

M. E. Anderson

nounced last month was the impending retirement of IBT Bakery Conference Director Howard Logan.

Logan, director of the conference since January, 1980, announced that he would be leaving the International Union post, as well as the Central Conference staff, where he had been director of the Central Conference bakery division also, effective June 30, 1984.

Logan's long and illustrious career with the Teamsters also had its roots within the bakery industry he served, where he spent his first 15 years as a Teamster driving a bread truck. Logan left the bakery in 1961 when he was elected secretary-treasurer of Teamsters Local 611, a post in which he served until stepping down in 1970 to join the Central Conference staff. During his years with the local, he also served as a trustee of both Joint Council 13 and the Missouri-Kansas Conference of Teamsters.



Howard Logan

In his four years as director of the key IBT craft division, Logan has been instrumental in coordinating activities with division officers and international headquarters about

a number of pressing issues facing the industry, including a continuing controversy involving the Frito-Lay conglomerate.

A Successful SCT Session

Teamsters hosted its annual policy committee and staff meeting recently in New Orleans, Louisiana, for more than 150 policy committee members and staff, their families, attorneys and invited guests.

Approximately 15 judges, including U.S. District Court judges, U.S. Circuit Court judges, and state judges, including the United States Attorney for the District of New Orleans, also attended the June 14-18 session.

During the week a number of special sessions had been scheduled to highlight areas of particular interest to the Southern Conference at this time. One session, devoted to public employee organizing, was conducted by Public Employees Division Director Barry Feinstein, who was assisted by Joe McDermott. A thorough discussion took place concerning the organizing of public employees at military installations within the Southern Conference

he Southern Conference of jurisdiction. In addition, an organizing program was proposed to organize the state highway employees in the state of Louisiana, this program to be undertaken by Joint Council 93, in conjunction with the IBT division and the Southern Conference. Additional sessions were held, such as a meeting concerning the forthcoming National Master Freight Agreement negotiations. Here, a comprehensive report was rendered by Don L. West, director of the Southern Conference of Teamsters Freight Division.

> Another session was devoted to organizing and collective bargaining reports. A report was given by Vicki Saporta, director of the International Organizing Department.

> Leading a discussion session on the activities of the Central States Health and Welfare and Pension Fund was George Lehr, its director. Participating with him were union trustees Marion Winstead and Earl L. Jennings, Jr.

A lengthy session was devoted to legal matters. Mr. L.M.D. "Nat" Wells, Jr., general counsel for the Southern Conference of Teamsters, chaired the meeting. Reports also were given by IBT General Counsel Dave Previant, and Attorneys Bill Baab, Ed Cloutman and Al

A longtime friend of organized labor in the Southern Conference, Loyola University Professor of Labor Relations, Father David Boileau, also delivered a major address to dele-

Mitchel Ledet, international representative, secretary-treasurer of Joint Council 93, and president of Teamsters Local 270, welcomed delegates to New Orleans, the site of the World's Fair.

Chairman J.W. Morgan at the session's conclusion pronounced it "one of the most productive and interesting sessions ever held by the Southern Conference of Teamsters policy committee and staff.'

Thanks to Us, **Participation** Is Growing



eamsters retirees, in keeping with the division's recently signed statement of understanding with the American National Red Cross, already are busy from coast-tocoast volunteering their efforts to this great charitable cause.

Spurred on by Retiree Affairs Director Norman Greene, retirees are offering their services to many area programs and convincing their Teamsters locals to get actively involved.

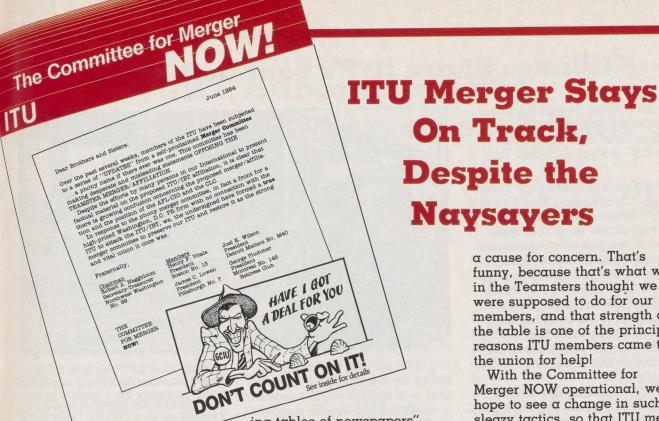
One example of the way in which we can help was demonstrated in late May and early June, when tornadoes and flooding created a real disaster scene in southeastern Kentucky.

Dayton, Ohio Teamsters Local 957's Frank Bocock (not yet a re-

tiree, but one day he'll be one), with participation from Lexington, Kentucky Local 65l President Ray Cash, volunteered his services and time to the Red Cross in transporting a trailer laden with disaster relief supplies from Kentucky and Philadelphia to the disaster site.

Walter Norris, Jr., director of labor participation for the American Red Cross, Louisville, Kentucky chapter, said, "We couldn't have functioned without the Teamsters.'

People helping people; that's what it's all about, and Teamster retirees are leading the way with both the time and the compassion to help. They're motivating us all to give our best!



ro-Teamsters members of the International Typographical Union, fighting back against a smear campaign engineered by a small contingent of pro-GCIU ITU members, recently formed their own committee to deliver accurate merger status update reports.

The Committee for Merger NOW is a pro-merger, ITU-sponsored, grassroots "truth squad" that is distributing information about the merger agreement to ITU members and combatting the innuendoes and outright lies being perpetrated by anti-IBT/ITU merger forces.

So far, the committee has produced two hard-hitting pamphlets that tell the real story of the package the Teamsters propose, setting down in dollars and cents the benefits that would accrue to ITU members.

With AFL-CIO President Lane Kirkland calling Teamster tactics "imperialism" and at least one Canadian reporter writing that the merger is really a "story of how the International Brotherhood of Teamsters is buying its way to the negotiating tables of newspapers" while "...American and Canadian ITU members, and many of the local leaders, are fighting to keep their union out of the Teamsters clutches," (Bogdan Kipling, Frederick, Maryland Post syndicated columnist, May 1, 1984), many ITU members felt the time had come for action. We in the Teamsters believe the real reason for concern by some outside the ITU was another blurb buried in Kipling's column, in which he stated, "Talk among newspaper industry politicians is that publishers are 'terrified' of the Teamsters. Other unions in the business are tough enough, insiders say, but the Teamsters are in a class of their own. They have power and they have money....They are outside of the AFL-CIO and the Canadian Labour Congress; they are not bound by mainstream labor conventions.

"Above all the Teamsters are known as hard bargainers, bent on getting their 'fair share.' That means they will be demanding far more money than newspapers are now paying in wages and fringe benefits.

Kipling saw that somehow as

a cause for concern. That's funny, because that's what we in the Teamsters thought we were supposed to do for our members, and that strength at the table is one of the principal reasons ITU members came to the union for help!

On Track.

Naysayers

With the Committee for Merger NOW operational, we hope to see a change in such sleazy tactics, so that ITU members can make their choice on the merits of a merger with the International Brotherhood of Teamsters, not the scare tactics being promulgated by others.

Elsewhere, on the weekend of June 9-10, a highly successful Mailers Conference was held in Columbus, Ohio.

The Teamsters were represented at the session by Newspaper Drivers Division Director Carmen Parise, who addressed participants and expressed General President Presser's optimism that the merger/affiliation will be accomplished.

Parise made it clear that despite all the problems and struggles involved, the Teamsters still want to help the International Typographical Union survive and grow as part of our organization.

Parise was well received. Reportedly, pro-merger sentiment at the conference ran high!

With the results of the ITU's Executive Council election due to be known by July 31, 1984, hopefully, once that internal matter is settled, we can get the merger talks back into high gear and moving toward a successful conclusion.

Affiliates Share IBT's Seat Belt Concern

Take It From Teamsters—The Highway Safety Experts Wear Your Seat Belts—Be Smart—Be Safe—Buckle Up!

hat's the message Teamsters Local 237 is trying to convey to Suffolk County, Long Island, New York residents, as part of a mammoth safety program sponsored in part by the Teamsters that utilizes billboards on city buses.

The new program goes right along with the International Union's support of seat belt safety for its own drivers, as well as other motorists on the

highways.

"We're putting our money where our mouth is," says Local 237 President Barry Feinstein, also Public Employees Division director for the International Union. Feinstein, chairman of the Suffolk County Safety Belt Task Force, asked Local 237 as



a public service to contribute funds for the nine-foot signs that will appear on 50 buses for a minimum six-month period. Inside the vehicles, the same message is delivered with smaller placards provided by the Teamsters.

"All of us have a responsibility to convince all the doubting

Above, Local 237 President Barry Feinstein, also Task Force chairman (left), examines the placards being provided by the safety conscious Teamsters.

Thomases that seat belts avoid a great deal of human tragedy," he adds. "The best defense in a serious accident is a safety belt, no matter who is at fault."

The Teamsters' Suffolk initiative, part of a county-wide program to foster greater seat belt use, is already having positive results in terms of greater seat belt use. The Suffolk Task Force, comprised of labor, business and health professionals. educators, enforcement officers and others concerned with highway safety, is convinced that even the most difficult segments of the motoring public can be reached if the message is delivered effectively. The program is also receiving assistance from the federal government as one of 11 representative areas under a model communities program to foster its seat belt safety program.

The Teamsters gave the program a big boost with their enthusiastic support. Says Feinstein, "There is no greater public service we can make, than what the Teamsters are doing today—spreading the message that seat belts save lives."

Locals Provide Additional Scholarship Aid



ugmenting the IBT's own scholarship are our Teamsters affiliates, many of whom established their own programs years ago. By now, through our local union and joint council members' generosity, many thousands of students have gone to college aided by Teamsters. Each year, the number of local programs seem to grow, a fact that prompts a great deal of pride throughout our union as visible evidence of our commitment to education.

Recently Chicago Teamsters Local 705 awarded its 1984 Seen receiving their awards from Peick are, from left: Emilissa Serrano, Melissa L. Scalone, Marlena Hovorka, Robert L. Jensen and Robert S. Kimmeth, Jr., all sons and daughters of Local 705 members. Present also were Program Administrator Dr. Darrell Bloom of the National College of Education and Local 705 President John Navigato.

grants, bringing to 80 since 1968 the number it has bestowed. IBT Vice President Louis Peick, also secretary-treasurer of the Chicago local, made the presentations of four-year, \$500/year scholarships to this year's winners.

IBT Announces 1984 Scholarship Competition Results

ducation is a right and a privilege once accorded only the rich. But thanks to the International Brotherhood of Teamsters and its affiliates, that's no longer true, and every year hundreds of youngsters, the children of workers who help build this country, begin their college educations at universities and colleges around the country aided by Teamsters. This year will be no exception.

We at International headquarters, therefore, take great pride in announcing the winners of the annual IBT scholarship competition, after a grueling contest in which hundreds upon hundreds of qualified applicants competed for 10 coveted awards.

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This year's winners, announced in Washington in early June, include: from the Eastern Conference, Steven Marchese and Michael S. Serfas; hailing from the Central Conference, Peter H. Mihaly and Alan E. Maestri; from the Southern Conference, Mark J. Eubanks and Jennifer L. Burch; from the Western Conference, Chun Y. Lee and Dorothy A. Manwill, and from the Canadian Conference, Patricia E. Fox and Vernon M. Toyonaga.

The Scholarship Selection Committee, making the final decisions on the ten winners from among nearly 1,700 applicants, was comprised of three Washington, D.C. area university admissions directors. The panel included: Robert J. Talbot, Catholic University; Adrienne W. Price, Howard University, and Maurice O'Connell, The American University.

Following a precedent estab-

lished in 1966 with the scholarship's inception, two awards were granted in each of the five Teamster area conferences in the U.S. and Canada. To be eligible for the annual awards, an applicant must be the son, daughter or financial dependent of an active, retired, deceased or laid-off Teamster member, and be a high school senior. This year's inclusion of laid-off Teamsters' children as eligible candidates is, of course, a reflection of prevailing economic conditions. Dependents of International and affiliate officers and employees remain ineligible to compete.

The two recipients from the Eastern Conference are Michael S. Serfas and Steven Marchese.



Michael S.
Serfas attended Pocono
Mountain High
School in
Swiftwater,
Pennsylvania.
He graduated
first in his
class of 317
students.

What makes this achievement even more remarkable is that Michael skipped three grades during his schooling and celebrated his fifteenth birthday on May 20th of this year.

In addition to his outstanding academic achievements, Michael was identified by the Johns Hopkins University as one of the most academically talented students in his age group in the United States while only in the seventh grade. He also was named as a National Merit Scholarship semifinalist, competing with students who were

three to four years his senior.

Michael is the son of Conrad M. Serfas, who is employed by Consolidated Freightways of Pocono Summit, Pennsylvania and is a member of Teamsters Local 229.

Michael plans to attend the California Institute of Technology in Pasadena, California. He plans to pursue a major in biology or chemistry, with a concentration in chemical engineering. His longterm academic goal is to earn his doctorate in one of the scientific disciplines.

Steven
Marchese
graduated
from Stuyvesant High
School in New
York, New
York, in the
top five percent of his
class of 788.



His busy schedule included many extracurricular activities, demonstrating his wide variety of interests. He was vice president of the Arista Society, which is a branch of the National Honor Society. He also was voted a high school class Senator and was a member of choir groups, as well as the New York State Youth Council.

Steven also has excelled academically and was awarded Gold Scholarship Certificates in each of his high school terms. He also took second prize honors in the National Spanish Exams for the city of New York.

Steven will attend Yale University this fall and is considering a choice of majors, including political science, economics, history and pre-law. Considering his tremendous potential and varied interests, he seems sure to succeed in whatever field he chooses.

Steven is the son of Teamsters Local 295 member Daniel J. Marchese. Brother Marchese works for J & J Container Stations, Inc. of Jamaica, New York.

Representing the Central Conference are scholarship recipients Alan E. Maestri and Peter H. Mihaly.

Alan E.
Maestri hails
from Henry
Ford II High
School in Sterling Heights,
Michigan. He
graduated in
the top five
percent of his
class of 493
students.



Alan has achieved a remarkable academic career, placing first, second or third in every Michigan state math competition since he was in the sixth grade. In addition, he was named a member of the National Honor Society and has received an honorable mention in the Young Authors Awards Competition.

In his spare time, Alan gives piano lessons and is a member of the community honors choir.

Alan is the son of John Maestri, a member of Teamsters Local 299. Brother Maestri works for Helms/Byrns Express of Central Detroit, Michigan.

Alan will be attending the University of Michigan at Ann Arbor. His undergraduate majors will be mathematics and statistics, fields in which he hopes eventually to earn his doctorate.

The other Central Conference representative, Peter H. Mihaly, graduated first in his class of 283 from Green High School in Greensburg, Ohio.

Peter's
achievements
included membership in the
National
Honor Society
throughout
senior high
school, being
named as a



National Merit Scholarship semifinalist, and being listed in Who's Who Among American High School Students.

His activities were many and varied in nature. He was a member of the Latin Club, Student Council treasurer, and vice president of the Drama Club, just to name a few.

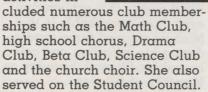
Peter is the son of member Peter P. Mihaly of Teamsters Local 52, who is employed by I.T.T. Continental Baking Company of Akron, Ohio.

Peter plans to attend the University of Akron in Akron, Ohio. He will pursue a pre-medicine program, with the ultimate goal of becoming a medical doctor.

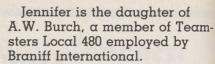
Representing the Southern Conference are recipients Jennifer L. Burch and Mark J. Eubanks.

Jennifer L.
Burch hails
from Mt. Juliet
High School in
Mt. Juliet, Tennessee, where
she graduated
second in her
class of 367.

Jennifer's activities in-



Her awards were equally varied in nature, ranging from a National English Merit Award to a National Speech and Drama Award, a science award, and Freshman Academic Award. She also was named to the National Honor Society and is listed in Who's Who Among American High School Seniors.



Jennifer will attend Vanderbilt University, where she will pursue a degree in either sociology or psychology. Eventually, she, too, hopes to get her master's degree.

Mark J. Eubanks hails from Berkmar High School in Lilburn, Georgia. He graduated second in his class of 315 students.

Mark's numerous activi-

ties included service on the Student Council, the vice presidency of the French Club, as well as membership on the varsity tennis team and the school newspaper staff.

In addition, Mark was named as a Furman Scholar, to the National Honor Society, and is listed in Who's Who Among American High School Students. He also received an Academic Excellence Award and was named Outstanding Senior of his high school class.

Mark plans to attend Furman University in Greenville, South Carolina, pursuing a degree in business administration, with a concentration in economics.

Representing the Western Conference are Dorothy A. Manwill and Chun Y. Lee.

Dorothy A.
Manwill attended Borah
High School in
Boise, Idaho.
She graduated
first in her
class of 485.

Dorothy was named to the National

National
Honor Society, was a semifinalist for a National Merit Scholarship and scored in the top 10 in a National Math Exam. Her activities are many. She is a member and officer of the 4-H Club, is an active member of





her church and participates in three orchestras and symphonic groups.

Dorothy is the daughter of member Meryl J. Manwill of Teamsters Local 483. Brother Manwill is employed by IML Freight, Inc., of Boise, Idaho.

Dorothy will attend Boise State University in Boise and plans to major in accounting and mathematics. Her goal is to earn a master's degree in these fields.

Chun Y. Lee graduated from North Salinas High School of Salinas, California, first in a class of 401 students.

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His activities included

SCHOLARSHIP AWARDS TO BE INCREASED TO 25

ext year, with the addition of 15 one-time-only "bootstrap" awards, the IBT Scholarship Program will increase to 25 grants in number.

Applications for the 10 IBT International Scholarships, which will remain at \$6,000 over a four-year college career, as well as the one-time-only supplemental \$1,000 stipends to be granted to the next 15 qualifying candidates under the 1984-1985 program, will appear in an upcoming issue of International Teamster.

Keep an eye out for the notice, then send for applications early. Competition is keen, but your union wants every member's youngster to have a chance at winning. After all, every dollar helps in paying those evermounting college expenses.

membership in the Math and Science Clubs, a stint on the yearbook staff, and participation in school blood drives.

In addition, he served as president of the California School Federation and as secretary of the Advanced Placement Student Association. He also placed first in the County Math Competition and the County Spelling Bee, was the winner of a city-wide essay writing contest, and received an Outstanding Achievement Certificate from the American Chemical Society for his academic work.

Chun is the son of Teamster Mui Ching Lee of IBT Local 890 in Salinas, an employee of Dalgety Foods, Inc.

Chun plans to attend Stanford University in Palo Alto, California, and get his degree in electrical engineering. His goal is to get a master's in this complex field, as well as a second master's degree in nuclear engineering.

Representing the Canadian Conference of Teamsters are recipients Vernon M. Toyonaga and Patricia E. Fox.

Vernon M.
Toyonaga
graduated second in his
class of 148
students from
T. L. Kennedy
Secondary
School in Mississauga, Ontario, Canada.



Among his many extracurricular activities are distance cycling, karate, piano and computer programming. In addition, he was honored with physics proficiency awards, general proficiency awards, the J.M. Greene Music Trophy, a computer science award, an All-Around Achievements Award and first class honors.

Vernon is the son of member Richard H. Toyonaga of Teamsters Local 938. Brother Toyonaga is employed by C.P. Transport of Toronto, Canada.

Vernon plans to attend the University of Toronto in Toronto

and will major in medicine. His longterm goal is to become an M.D. and do genetic research.



Patricia E.
Fox hails from
Kamloops Senior Secondary
School in
Kamloops,
British Columbia. She graduated in the
top three percent of her
class of 430.

Included in her busy schedule were memberships in the Year-book Club, the Inter-School Christian Fellowship, the Debating Club, the Sign Language Club, the 4-H Club and the Square Dance Club. She was consistently on the school honor roll throughout high school, receiving service awards, language and science awards, and earning a first class honors plaque.

Patricia is the daughter of Lewis F. Fox, who works for Arrow Transportation in Kamloops, British Columbia, and is a member of Teamsters Local 213.

Patricia plans to attend the University of British Columbia in Vancouver. She would like to earn a degree there in either French or literature and eventually get her master's degree and become a teacher.

These ten top seniors from across the U.S. and Canada are on their way to institutions of higher learning, aided by Teamsters members committed to fostering high scholastic goals. These scholars, aided by Teamsters stipends, will one day join the mammoth alumni ranks of students aided by the Teamsters, from the International to the local union level, that today stands in the thousands. Education is a foremost goal of the International Brotherhood of Teamsters, and these college graduates can all attest to the strength of our commitment over the years. It's one area in which we've put our dollars where our dedication is!

Bankruptcy Reform Bill Goes to Conference; Teamsters Hope For Favorable Compromise

eamsters achieved at least half of what they've been waiting for, when on June 19, 1984, the United States Senate passed an amended version of H.R. 5174, legislation amending the nation's bankruptcy laws, and returned the bill to the House, asking for a House/Senate Conference to resolve differences in the two versions of the proposed legislation.

The action came as the result of a carefully balanced and structured agreement made between organized labor, Senators Packwood and Baker and Senators Dole, Thurmond and Hatch. Senator Dole is credited with crafting the original proposal that solved the impasse holding up the Senate legislation.

It had become clearly apparent to most observers that numerous anti-union Senators stood ready to battle any move to give labor a clear vote on the Packwood-DeConcini Amendment as it was written, preferring to extend the bankruptcy system indefinitely, or if necessary, even allow the entire bankruptcy system to go down the drain, in order to prevent a major labor victory on this matter. Although the Senate version, as returned to the House. contains no labor protective language, it does include language on an effective date acceptable to the Teamsters. In working to reach a compromise, labor had been promised that Senator Dole and others instrumental in getting the bill passed by the Senate would work in conference to negotiate an agreement acceptable to labor, which presumably would include the REA Express standard, whereby a bankruptcy judge would have to consider all evidence before nullifying any collective bargaining agreement. As Teamsters know, the *Bildisco* Supreme Court standard today stands as the law of the land and stipulates that judges can arbitrarily decide the merits of an employer's case, and need consider no additional information. Hopefully, conferees will redress this wrong.

The Senate passed an additional extension of existing bankruptcy legislation to keep

the system functioning until June 27, thus giving conferees time to iron out the differences between the two bills.

Teamsters legislative personnel immediately began contacting conferees in both the House and Senate, urging that the issues of which standard to use and the effective date language in the compromise bill be fair to labor. Affiliates and members were, once again, asked to lend their voices to the effort to win equity. At presstime, no compromise legislation had yet been enacted.

Teamsters Strong at CLUW Confab

he Teamsters delegation came on strong, as the Coalition of Labor Union Women celebrated its 10th anniversary at a recent convention in Chicago, Illinois.

During the informative session, delegates discussed ways to bring more women workers into the trade union movement and encourage activity and leadership by women trade unionists, espoused the need for affirmative action and stricter enforcement of the equal pay for equal work regulations for women workers, and resolved to stimulate more in-

tensive and broader political action by women trade unionists. The convention also urged the enactment of the Equal Rights Amendment to the United States Constitution.

More than 1,300 delegates participated in the session.

Here, the Teamsters delegation to the convention gathers. Seated in the center of the second row are Teamsters Director of Organizing Vicki Saporta, IBT Vice President Don Peters, also president of Chicago Teamsters Local 743, and Local 743 Trustee and Business Agent Clara Day, a national vice president of CLUW.



It Must Be the Political Season!

s further evidence of the Teamsters rising political fortunes, a number of key appointments announced in recent weeks have involved Teamster officers and members.

IBT Staffers to Advisory Posts

As the result of two Presidential appointments, two Teamsters veterans will soon be serving on government panels.

IBT Investments Department Director Eugene Burroughs, a recognized expert in pension and investment areas, was named in June as a member of the President's Commission on Aging, where he will assist in formulating strategies to address the needs of our nation's elderly.

IBT Assistant Labor Counsel Gary Witlen, who has spent numerous years litigating labor cases before federal and state courts, has been named to serve on the Labor Advisory Committee of the Federal Mediation and Conciliation Service. There it is hoped he will be able to function from within in getting changes implemented to help Teamsters and other unionists ensure their rights to a fair and expeditious hearing and redress of their wrongs.

Apprenticeship Panel Post

In another appointment,
Teamsters Local 36 SecretaryTreasurer Clarence Spoon of
San Diego, California, was honored recently to be designated
by Secretary of Labor Ray Donovan as a member of the Federal
Committee on Apprenticeship.

This committee, one of the oldest public advisory committees in the federal government, was created in 1934 and exists to advise the Secretary by making recommendations concerning a broad range of activities

designed to improve and extend apprenticeship.

Brother Spoon, as one of 25 members of the committee (10 from labor, 10 from the business sector, and 5 representing the public), began his two-year term by dealing with a number of policy questions facing the administration during a recent two-day round of hearings in Washington, at which time he was also sworn into his new post. As an officer of a building materials and construction local, he surely will have a lot of input on issues facing the committee during his tenure with it.

Holmes' Civic Post

By appointment of Michigan Governor James J. Blanchard, veteran Teamsters International Vice President Robert Holmes will also be taking up new duties soon.

Holmes, also director of the Central Conference of Teamsters and president of both Teamsters Joint Council 43 and Detroit Local 337, has been appointed as a member of the Michigan Film, Television and Recording Arts Advisory Council, representing the public, for a two-year term.

"I have every confidence you will derive personal satisfaction from this important position and that the State of Michigan will benefit from your background and experience," wrote the governor, in making the appointment.

Volunteerism Support

Serving on an advisory board managing a just created New York City volunteer program for 18-year-olds being implemented by city mayor, Ed Koch, is Teamsters Local 237 President Barry Feinstein, also president of the IBT Public Employees Division.

The new program, a favorite of the mayor's, is designed to fill what Koch sees as a gap in the lives of young people left by the lapse of compulsory miltary or national service. The program aims to have 2,000 youths spend a year working in such jobs as serving as escorts for the elderly, working in parks or tutoring immigrants, in exchange for a weekly stipend of \$80, and after a year, \$2,500 in cash or education vouchers worth \$5,000. "New York's young people have remarkable energies, talents and interests that can be put to work," Koch said, in introducing the program late in May.

Feinstein, as a member of the 22-person board of directors, will be a valued participant with his labor insights in helping the program get off the ground smoothly.

Barry Feinstein's going to be a busy man, because in early June, at District I's 132nd annual convention, the Local 237 leader also was elected to the Board of Governors of District No. 1 of the B'nai B'rith organization.

Feinstein, president of Lodge 2201 of the religious group, thus takes on an even larger role as an officer of the largest chapter of the world's largest Jewish organization, which has lodges and units in some 48 countries. Feinstein has long been actively involved on Jewish issues within the B'nai B'rith structure.

MDA Names Presser

Another recent Teamsters appointment came from a familiar area—the charitable realm, to which Teamsters are no new-

Asked to serve as a national vice president of the Muscular Dystrophy Association was Teamsters General President Jackie Presser, a longtime supporter of the MDA cause.

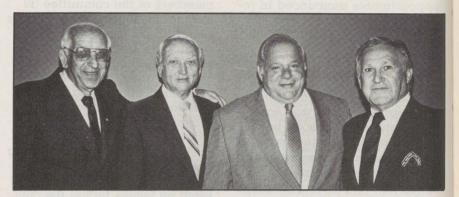
Deborah Hospital Pays Tribute to Jackie Presser

eamsters General President Jackie Presser was honored as "Man of the Year" on June 10, 1984 by the Deborah Hospital Foundation at an awards dinner in Philadelphia, Pennsylvania.

The testimonial dinner attracted a host of Teamsters, along with business, government and civic leaders from Philadelphia and neighboring areas. More than 800 supporters of the Deborah Hospital Foundation attended the tribute to the Teamsters leader.

Presser, who also received the Foundation's special Humanitarian Award for his outstanding service to charitable causes, praised the work of Deborah Hospital, one of the leading heart and lung centers in the country, in his acceptance speech.

He noted that Deborah has been one of the Teamsters' favorite charities for decades and particularly commended the hospital's policy of admitting



and treating patients according to need. Never in Deborah's 62 years of existence has a single patient received a bill for services rendered.

The Teamsters president said that he was most proud of his union's commitment to charitable causes throughout its history and assured the Foundation of continuing Teamsters' volunteer and financial support.

"You are honoring me tonight in name only," he said. "In reality, we are all honoring the many thousands of volunteers and contributors throughout laJoining in the festivities honoring Presser and the Deborah Hospital's good work were, from left, Reuben Cohen, president emeritus of the Deborah Hospital Foundation; IBT Vice President Maurice R. Schurr, a longtime supporter of the hospital's efforts; the honoree, IBT General President Jackie Presser; and Pat Benjamin, dinner chairman.

bor and industry who make Deborah possible."

Speeches honoring Presser

and the Teamsters for their dedication and commitment to Deborah were delivered by Philadelphia Mayor Wilson Goode and Deborah Hospital President Emeritus Reuben Cohen.

Cohen, in particular, pointed to President Presser's long and impressive record of support for charities throughout his labor career and thanked him personally on behalf of the hospital staff and its patients.

Co-chairmen for the event were Teamsters officers John Morris, president of Joint Council 53; Joseph Townsley, president of Joint Council 62; James Beros, president of Joint Council 40, and McDonald Smith, president of Joint Council 84.

International Vice Presidents
Maurice Schurr, Salvatore Provenzano and Joseph Trerotola
were just a few of the many
Teamsters officials who patronized the dinner honoring
Presser.

An Easter Seals Moment



Proving that Teamsters have big hearts, these Local 500 members are shown after having just donated \$14,000 to the National Easter Seals Society in their 1984 drive this spring. These willing workers are representative of the hundreds of thousands of Teamsters across the land who answer whenever a good cause comes knocking, seeking the help of the nation's biggest and best. We always deliver, thanks to generous and concerned Teamsters. You make us all look good!

eamsters from big locals and small alike are joining the campaign for DRIVE as they learn about all the exciting new IBT political initiatives and become ever more enthusiastic about the prospect of having an aggressive, assertive, influential voice on Capitol Hill once again.

The DRIVE spirit builds every time IBT representatives talk about deregulation, bankruptcy legislation and other measures that threaten members' livelihoods and employment, and Teamsters are getting on board the bandwagon and drumming up support to change things.

Two Teamsters affiliates demonstrated their solid support with contributions recently to the National DRIVE program—the first, Teamsters Local 667 of Memphis, which set about signing up its Consolidated Freightways road and city drivers and dock members under a new weekly DRIVE checkoff with that Teamsters' employer, and the other, Teamsters Local 79 of Tampa, Florida, involving the recently begun UPS program.

In Memphis, Tennessee, excitement ran high as another new DRIVE program got off the ground, this one involving Consolidated Freightways, which just adopted its own \$1.00 a week DRIVE program.

Teamsters Local 667 was one of the first to enroll its members in the new program with Consolidated, and had on hand IBT Legislative Field Representative Bill Wright to assist in signing

Drivin' Home the Truth; DRIVE Can Keep Us Alive

up its members. Wright reports proudly that by the time the sign-up was completed, the union received 99% participation in the program, a sure sign that these truck driving Teamsters are tired of the national legislative status quo and ready for a change.



Below right, Local 79 job steward Bobby Davis is shown as he begins collecting checkoff cards at his UPS terminal. Above, he presents IBT Vice President Weldon Mathis with the checkoff cards during a vacation visit to IBT headquarters.

Below left, IBT Legislative Field Representative Bill Wright (far left) talks with CF chief steward Gerald Black, CF yard hostler Willard Spain and Local 667 President Jimmy Carrington about the new Consolidated Freightways weekly checkoff program. Local 667 Business Representative Bill Owens was the photographer.

Local 667 is no newcomer to the DRIVE program, of course, having been actively involved for more than 23 years now. But officers are excited about the new spirit surrounding the program, evidenced by both the Consolidated Freightways and UPS weekly checkoff programs, and pledge to become one of the major contributors to today's DRIVE before they're done.

Meanwhile, down in Tampa, Florida, Teamsters Local 79 job steward Bobby Davis got so enthused about the new Teamsters weekly checkoff program at UPS that he quickly signed up the package car drivers and part-timers at his UPS center in Sarasota for the dollar a week for DRIVE program.

Bobby, a dedicated worker for his Teamsters local who drives 130 miles round trip each month just to attend his local union meetings, then used his vacation time to bring the checkoff cards he collected to Washington, to ensure a quick start-up of the program among his brothers and sisters in Florida. Now, that's dedication!

DRIVE is on the move; we will be heard!





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SOLIDARNOSC: TEAMSTERS

ember and affiliate response to recent IBT appeals for support of Solidarity and Polish trade unionists have demonstrated

true union spirit.

In that same spirit of unity, and as a further demonstration of our concern, the International Union has recently begun mailing complimentary copies of Solidarnosc News, official publication of the NSZZ Solidarnosc Coordinating Office Abroad, to members of Congress to acquaint our legislators with the pressing problems Polish trade unionists face.

In response to prior appeals, headquarters also has had a number of letters from affiliates expressing concern. Local 595 Brother Wilson Overall's was typical, in saying, "My local passed a resolution supporting the unionists in Poland, but we had to stop there because we didn't know what else to do. You recommend that we write (in support of our brothers and sisters). It's a good idea....But how do we do it. Who do we write to? What are their addresses?"

Good questions, and in getting an answer to Brother Overall's inquiry on how to be most effective. International Teamster approached the Coordinating Office, which provided us with a letter recently smuggled out from Barczewo prison.

We want to reprint that "Open Letter from the Prisoners at Barczewo to General Jaruzelski," in the hopes that unionists everywhere will unite their voices with those of Solidarnosc in seeking justice and will write to Polish officials at the address we'll provide.

With more than 500 political prisoners currently confined throughout the country and hundreds more of Solidarity's leaders underground to escape imprisonment, the Committee

suggests that Teamsters can be most effective if they write:

Henryk Jablonski Chairman National Council of the People's Republic of Poland Belwedere, Warsaw, Poland

We are told that a forceful

and widespread protest concerning the jailing of Solidarnosc activists could be very effective since Polish officials are very aware of what the western press says about them and are concerned about the perception others have of their nation and its alleged impartial attitude toward its unions.

Before you write, however,

Translated by the Coordinating Office Abroad of NSZZ "Solidarnosc"

AN OPEN LETTER FROM THE PRISONERS AT BARCZEWO TO GENERAL JARUZELSKI

In the summer of 1983, nine political prisoners were brought to the prison at Barczewo where they were incarcerated under circumstances which are considered outrageous even by the applicable standards of the Polish People's Republic. The four person cells, seven meters square in size, lacked plumbing, were moldy, with floor boards laid directly on bare earth.

Following a hunger strike which lasted for many days, we obtained a minimal improvement of conditions: plumbing was installed. On December 5, 1983 a group of prisoners was beaten, others were hosed down with water in

From that date, various repressions and discrimination measures have the freezing cold. been instituted against the political prisoners. More recently torture has been used. For the last five months we have been deprived of visits nas been used. For the last five months we have been deprived of visal and correspondence with our families, the possibility of hearing Mass, exercise in the yard, the right to purchase food items. We lack the posexercise in the yard, the right to purchase food items, We lack the possibility of self education, access to books, any educational or cultural programs. We have no warm clothing. For three months we have not been permitted to bathe because the bath house is contaminated with jaundice. Permitted to Dathe Decause the Dath house is contaminated with jaundice.

We are fed the worst category of meals and repeatedly have been placed in

Brutal force has been used against us: Wladyslaw Frasyniuk has had his shoulders dislocated and muscles torn; Tadeusz Stanski has had a lung damaged; Edmund Baluka was sent to Gdansk (to another prison) where he was punishment cells. damaged; Edmund Baluka was sent to Gdansk (to another prison) where he was assaulted. For the past two weeks the authorities have initiated actions against us which can not be termed otherwise than torture. Thus:

- We are repeatedly placed in starvation bunkers. This is a cell approximately five meters square with no windows or ventilation. Up to five of us have been placed there and left for five days. After only a few minutes, persons placed in such circumstances begin to suffer from a lack of oxygen. From March 29 to April 2 persons placed in the or oxygen. From March 29 to April 2 persons placed in to bunker were denied food. Allegedly the legal basis for use of such methods is a 1975 directive of the Minister use of such methods is a 1970 directive of the Minister of Justice which permits this kind of torture. As is well known, such treatment has frequently resulted in permanent injury, and even death, of prisoners. In 1981 this type injury, and even deach, or prisoners. In 1701 chis type of repressions was forbidden, however, not completely so it seems since political prisoners in Barczewo are subjected to this type of activity.
 - Most of the time we are kept in handcuffs. We are manacled in a particularly uncomfortable manner with our hands behind our backs. Only at night are our hands cuffed in
 - On April 2, Wladyslaw Frasyniuk and Tadeusz Stanski besides on April 2, Wiadyslaw Frasynius and ladeus2 Stanski deside being handcuffed, also had their mouths taped shut in the being handcurred, also had their models taped shet in the exact same manner used by the Nazis during executions of Polish patriots. It was hinted that they were being prepared for a similar fate.

LEND VOICES TO CAUSE!

consider not just the toll such trade unionism takes on the prisoners, but also what impact it must have on their families in a totalitarian government like that of the Poles.

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Solidarnosc reminds us that not only are workers arrested for passing out literature and union material and participating in demonstrations, but if detained, often are blackmailed, with officials asking for
bribes in return for freedom. If
a person is arrested, he can be
summarily tried and if he
can pay the fine, be released.
Many unionists, unfortunately,
do not have the cash to pay
either the bribe or the fine, and
thus begin a continuing cycle.
Individuals jailed lose their
jobs. If they're arrested again,

they then have no money to pay the fine. The breadwinner goes to jail and his family suffers. Without a head of household in Poland, a family has no ration books, coupons vitally needed to buy meat, butter, coffee, sweets and other staples we sometimes take for granted.

Without ration coupons, they must resort to the black market where again you need ready cash to survive.

"They can get you no matter what you do," Solidarnosc representatives say. "Perhaps there will suddenly be no room at the nursery school for your toddler so mother can work, nor any room at the university for a college-bound student. Centralized government control filters into every aspect of life. Trade unionists needs a great deal of help from the West to persevere in their beliefs." Solidarnosc helps sustain that faith, with donations to aid with fines, financial assistance to help a family weather a jail sentence, and emotional and moral support for those brave enough to put their principles on the line. All they want from us is a letter expressing our support. That seems little enough to do.

Recently, Teamsters General President Jackie Presser was presented a medal made by the Gdansk shipyard workers, a bar of metal with a jagged piece missing, symbolizing that while the authorities may try to break Solidarity, they broke off only a small piece, while the rest remains intact.

A strong union movement is a free one. Let's hope as we celebrate our own freedom this month, we remember those still fighting for theirs and join in writing to Polish authorities, saying we are interested in what's happening to Polish workers and urging that they be given fair treatment.

OPEN LETTER: BARCZEWO

Page 2

- Strait jackets are used with the authorities at the prison maintaining that political prisoners will be treated just like the mentally ill. The strait jacket is so placed as to cut off circulation, causing the victim to lose consciousness and/or dislocation of joints.
- A special binding device is used which is designed for use when carrying out the death penalty by hanging.
- A paralyzing tear gas is used against us. On April 2 this was sprayed on us with particular brutality from a distance of only a few centimeters for the purpose of causing permanent blindness. The intention of the prison authorities was clear from their comments: "Give him a better dose on the eyes so he'll go blind."
- There are constant and illegal threats of breaking our bones.
- Andrzej Slowik's and Jerzy Kropiwnicki's hunger strike has been cynically prolonged. They started feeding them only after 22 days, that is after their lives were already threatened. Our colleagues are continuing their hunger strike.
- Edmund Baluka met with an identical fate. After he was beaten he was denied the right to meet either with defence counsel or with the prosecutor.
- Romuald Szeremietew's heart condition is being exploited with particular brutality. Among other things, he has been placed in the worst cell, the so called tiger cage. On April 10, he was held handcuffed in the bunker for twelve hours. Only after he had fainted was he returned to his cell. Similarly, only after our whole group and a doctor had intervened, was he released from the strait jacket. A subsequent placement in the bunker of R. Szeremietiew on April 12 and 13 resulted in him suffering another heart attack.
- We are denied medical care. In general it is limited to checking abrasions and bruises and during our placement in the bunker to verification that we are not turning blue or chocking from lack of air.
- As if the torture and discrimination were not enough, the authorities are preparing criminal proceedings against Wladyslaw Frasyniuk. The trial is slated to begin on May 5 in Olsztyn. Other political prisoners are threatened with trials as well.

All these facts testify to the deliberate use of actions against us which stand in stark contrast to the often repeated thesis - by the authorities of the Polish People's Republic - that we are accorded allegedly humanitarian treatment and granted "special rights" as political prisoners. This is a delibarate attempt to mislead the public both at home and abroad. These circumstances force us to write the above open letter.

Signed: Piotr Bednarz Wladyslaw Frasyniuk Patrycjusz Kosmowski

Leszek Moczulski Tadeusz Stanski Romuald Szeremietiew

Former Teamsters Vice President William A. Lee Dies in Chicago

illiam A. Lee, a former IBT trustee and vice president of the International Brotherhood of Teamsters from 1950 to 1957, died on June 16 in Chicago, Illinois, ending a long labor career that for Lee had culminated in service as president of the Chicago Federation of Labor for the past 38 years.

"The grand old man of labor," as he was known in his home city, had battled failing health for several years, and just a month before his death, had undergone surgery to remove a benign brain tumor. Death came just two weeks after his release from the hospital, when Lee suffered cardiac arrest at

his home.

During his years as head of the Chicago Federation, and thanks to experience gained earlier as a Teamsters officer, Lee became recognized as a master of adept politicking. He enjoyed a close relationship with the late longtime mayor of Chicago, Richard J. Daley, who was a former member of Lee's Bakery Local 734, and worked with him to carve the modern image of Chicago as a strong labor town.

Lee had become a unionist in the days when labor disputes often developed into bloody wars, and that background served him well as labor relations developed into a more sophisticated business. Lee's memories of the old days prompted him to help establish a peaceful era in Chicago's history, and in return, Lee's unionists were awarded millions of dollars in construction work, pay for skilled tradesmen within the city was high and strong support in key negotiations with the city's old line established firms was the norm.

Lee often was asked by Mayor Daley to help mediate labor disputes touching on city services, a job Lee performed well. He was credited with twice averting teachers' strikes and played a major role in settling walkouts affecting the Chicago Transit Authority, the Lyric Opera, the Chicago Symphony Orchestra and the Fire Department.

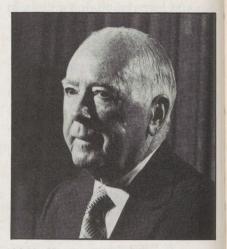
Lee began his union career at 15 as a shipping room helper in the Ward Bakery Co., and by 19, had worked his way up to a delivery route. Lee joined Teamsters Local 734 in 1915, beginning a union career that would some 42 years later see the Teamsters officer run unsuccessfully for the presidency of the union.

In the intervening years, Lee had risen through the ranks, resuming a bakery route in 1919 after service in the Army Air Force. Lee was first elected a barn steward for his local, in 1925 became a business agent, and a year later, was elected to the presidency of Bakery Drivers Local 734, a post he would hold for 35 years.

Lee attended his first Teamsters convention in 1929, participating as a delegate to all other international union conventions until 1957. One of the founders of the Teamsters National Bakery Conference, Lee served as its chief officer for

nearly thirty years.

Lee was elected a trustee of the International Union in 1935, becoming an International vice president some 15 years later. In 1945, Lee was elected vice president of the Chicago Federation of Labor; he succeeded John Fitzpatrick as its president following Fitzpatrick's death in



1946. He was elected to the office of Federation president in 1946, and in 1962, following the merger with the Cook County Industrial Union Council (CIO), was named president of the merged organization, now known as the Chicago Federation of Labor and Industrial Union Council (AFL-CIO).

Lee, after trying to prevent the union's expulsion from the AFL-CIO by mounting an unsuccessful challenge for the Teamsters Union presidency against the late James R. Hoffa at the IBT's 1957 convention, resigned his vice presidency that same year. Lee resigned the presidency of Local 734 in 1962, but remained a familiar figure at Teamsters conventions and among the Chicago Teamsters he had served so long until his death.

In April, 1984, Lee's nearly half century of service to the labor movement had been feted at a celebrity-studded 89th birthday celebration in Chicago. There his years of labor, civic and political contributions were acknowledged as guests told him then how much he had meant to the house of labor.

Lee is survived by his wife, Pamela.

he International Brotherhood of Teamsters lost a veteran unionist and much-loved Teamsters leader on May 30 with the death of former IBT Warehouse Division Director John Greeley.

Greeley, who succumbed to a blood infection following prostrate surgery, had headed the Teamsters' division at headauarters for nearly 18 years before his October, 1983 retirement from the union he loved.

John, a 46-year Teamsters veteran, had risen through the ranks to this post, starting his labor career as a charter member of Boston Local 829 back in 1937, working in a Boston warehouse, and in 1941, becoming one of its elected business agents. By 1954, an experienced John Greeley was the logical choice to head up the Warehouse and Cannery Divisions of the then newly established Eastern Conference of Teamsters. In 1966, he was tapped for higher service when he was named an International Organizer; within months, he was offered the division directorship at International headquarters.

Over the years, he also was honored by being asked to serve as Reading Clerk at several Teamsters conventions and in countless other advisory

posts.

Aside from his prowess as a tough negotiator at the bargaining table, his acknowledged skill as an able and tenacious arbitrator of disputes, and his much recognized leadership qualities, John Greeley was a enthusiastic raconteur who charmed audiences with his stories and wit, and an irrepressible Irishman with the spirit of a leprechaun. Through his engaging way with people, Greeley over the years was able to turn a lot of negotiating sessions around and convince thousands of workers of the benefits of joining the Team-

Greeley became a recognized expert in the food industry, engaging in national negotiations with major employers like Kro-

Teamsters Veteran Warehouse Head **John Greeley** Dies at 73



ger and Kraft and exploring common interests with unions like the Retail Clerks, Butcher Workmen, and later, the United Food and Commercial Workers. As a result, he was asked to serve on the Joint Labor Management Committee of the Retail Food Industry from its inception in 1974 until his retirement, dealing with both labor and management in resolving industry problems.

At the last national Teamsters Warehouse Division meeting, held in the summer of 1983 in Boston, Mass., the city of John Greeley's birth, Greeley's many contributions to the Teamsters were lauded by a succession of

Teamsters leaders.

General President Jackie Presser termed him "the happiest warrior for the working man that our union has ever known." Eastern Conference Director Ioseph Trerotola lauded his "more than 40 years spent organizing in the warehouse industry and great example of the kind of service and dedication local union officers exhibit," and IBT Vice President Walter Shea praised him as a "great union leader who has done everything

in his tenure that could be asked of an officer of the International Union. He has organized, negotiated, served and helped. He is one of the most able, capable, honest men I know.

Industrial Relations Arbitrator Dr. Francis X. Quinn summed up in Boston what we all felt about John J. Greeley. "John is a leader," he said. "A labor leader, no matter what the odds are or how difficult the job, exercises his professional responsibility, uses the talent he has, prays he sees what he is supposed to see. John Greeley has done that."

During his Teamsters career, Greeley received many awards, but of none was he prouder than those received at that 31st Warehouse Division session. There Greeley received a resolution of praise from President Ronald Reagan, kudos for his years of service from Secretary of Labor Ray Donovan, citations for meritorious service from both the Massachusetts State House and Senate, a special award from the National Easter Seals Society for his longtime efforts in their behalf, resolutions of appreciation from several Teamsters affiliates he had assisted over the years, and especially treasured awards from the Warehouse Division Policy Committee and its affiliates, paying homage to his years of service.

John Greeley died a strong family man and staunch Catholic, as well as a committed trade unionist. He leaves his wife, Peg (Marguerite), five children, 19 grandchildren and seven great-grandchildren.

Greeley was a Teamster's Teamster, proud of his union and willing to fight anyone who said anything against it. His performance as director of this kev Teamster division over an 18-year period topped off a Teamsters career spanning nearly 50 years that was a credit to the entire trade union movement and leaves us quite a legacy. He'll be missed.

eamsters Local 111 of New York City, in the fourth month of a nationwide strike against the mammoth MCI-WUI communications conglomerate, won valued support from the Democratic Party last month when the Democrats pledged to bar MCI-WUI from providing communications facilities at the late July San Francisco gathering, if the Teamsters' dispute with MCI-WUI is not settled by then.

"MCI-WUI (Western Union International) will be banned from supplying its telex equipment and services to the Democratic National Convention in San Francisco if our union's strike against MCI-WUI is not settled by then," declared Communications Trade Division head and Local 111 President

Dan Kane recently.

The potential ouster resulted from a massive outpouring of support in the Bay Area that saw Teamsters Joint Council 7, the San Francisco Building and Construction Trades Council of the AFL-CIO, and the Communications Trade Division of the Teamsters pledged to honor the picket lines of the 400-member striking Teamsters affiliate.

Speaking for the Democrats. Democratic National Convention Chairperson Rosalind Wyman proclaimed that allowing MCI-WUI into the convention with strikebreakers "would leave the convention and thousands of attendees in an untenable situation. It is, of course, our hope that the strike be settled at the earliest possible date," she added in a letter notifying MCI-WUI of the possible ban on May 31.

The striking Teamsters were forced out of their jobs April 1 after MCI-WUI refused to extend an expiring contract and continue negotiations toward a new agreement. "The company's actions ended 36 years of labor stability at Western Union International," according to Matt Ayon, secretary-treasurer of the Teamsters Communications Trade Division, and left

Union-Busting MCI **Teamsters Are Battling Back!**

unresolved key bargaining issues centering on wages, pensions and job security. Local 111 had noted previously that the company's four hundred employees would rather stand and fight than give in to the billion dollar communications company's intransigent stance in demanding major givebacks in

the negotiations.

Rallying support for their cause, the striking Teamsters also plan to picket the Olympic Games in Los Angeles this summer, where MCI-WUI is slated to provide international telex and cable facilities for the press at 22 sites, under an exclusive contract to provide services granted by the Los Angeles Olympic Organizing Committee. Los Angeles Teamsters, led by Joint Council 42 President Michael Riley, already have pledged their strong support of the L.A. demonstration, as have other unions.

Elsewhere support grows also. Overseas, the 28,000 member Australian Telecommunications Employees Association (ATEA) issued a strong petition to the Labor Government's Minister of Communications to ban MCI from providing telephone service into Australia from the U.S., in opposition to the company's anti-labor policies and in support of the Teamsters. ATEA is affiliated with both the Postal Telegraph and Telephone International (PTTI) and the Australian Council of Trade Unions, while Australian Prime Minister Robert Hawke is former president of ACTU.

The Australian ban on MCI is but one part of a larger interna-

tional response, as other overseas unions join in solidarity with the striking MCI-WUI workers in preventing MCI from entering their markets while pursuing policies damaging to the interests of U.S. workers. Unionists worldwide are hopeful that a consolidated response by organized labor may interrupt MCI's global strategy to penetrate international telephone markets in competition with the unionized AT&T organization.

Teamsters Local 111 members, working in more than 37 cities nationwide, are the only organized workers in MCI's 9,000-employee system. The company had successfully maintained a "union-free environment until it bought WUI in July, 1982, and with it, the existing collective bargaining agreement with Teamsters Local III.

Local III President Dan Kane. undaunted by the enormity of the struggle facing his members in this battle, pledged recently, "Labor unity here and abroad, along with public opinion, can stop union-busters like MCI. These same unions, along with many others, will be at the Olympics, ready to greet the

MCI-WUI scabs.

In support of Local Ill's nationwide struggle, Teamsters General President Jackie Presser in mid-June asked all Teamsters to support the strike effort. He noted that affiliates can help by publishing articles about the strike and MCI boycott efforts in their newspapers; by distributing literature in their areas about the strike and making their friends aware of the ongoing boycott of MCI services; and, as many locals have, by cancelling local union or personal MCI service and informing MCI as to why you're doing so (Local 111 asks that copies be sent to them of any such correspondence). As Presser noted, with nationwide Teamsters' support of this nationwide strike, we can "stop MCI, the long-distance unionbuster."

Senior Teamsters Apply Skills for Easter Seals

hree Teamsters Local 100 retirees are proving that expertly honed union craft skills can be put to good use long after they retire. The three serve as volunteers with the Equipment Repair Program of the Southwestern Ohio Easter

Seal Society.

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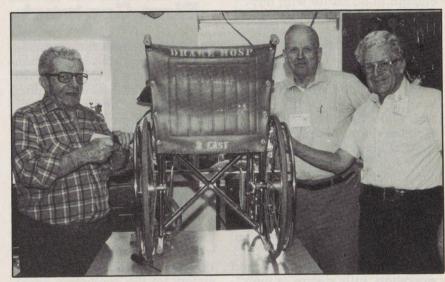
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Raymond Hundemer, a 40-year veteran of the Teamsters local, chairs the volunteer action committee created in 1982, with aid from 33-year fellow Teamsters brother William Harrington and 32-year Local 100 member William Foster. Harrington joined the Easter Seal program with Hundemer in 1982, while Brother Foster signed on in 1983. The trio volunteer their services to Easter Seals repairing wheelchairs at least one day each week.

The Society's Executive Director Emmett P. Carraher wrote International Teamster recently to commend the three. "During the past two years they have repaired more than 200 wheel-



Here, from left, Brothers William Harrington, William Foster and Raymond Hundemer work on one of the wheelchairs they so generously fix for the Easter Seals people.

chairs for the handicapped in the Greater Cincinnati area, saving our Society thousands of dollars. They are indeed dedicated volunteers and well represent the community service performed by members of the Teamsters." It's nice that our retirees can stay so involved and have their efforts so appreciated. This is the kind activity Teamsters retirees perform every day around the country and is one of the reasons we are so proud of each of them!

Good News For Central States Pensioners

rustees of the Central States, Southeast and Southwest Areas Pension Fund, acting on a request from Teamsters General President Jackie Presser and Teamsters retirees, voted at the fund's May 25, 1984 Trustees Meeting to issue a \$300 supplemental benefit check to all retirees covered by the Central States plan.

The supplemental check or "bonus," which will be paid in

December, 1984, will go to all Central States retirees eligible for pension benefits as of December 31, 1983.

The decision by the trustees reinstitutes a program benefit, "the 13th check," that retirees have enjoyed from time to time

in years past.

Teamsters General President Presser intervened for Central States retirees several months ago, writing Central States Executive Director George Lehr for consideration of renewing the benefit, noting that in years past, when the 13th check has been issued, it has always meant a great deal to retirees, helping especially those at the lower end of the pension bene-

fit scale pay for the necessities of life.

Presser, a strong advocate for retirees and their rights, emphasized in his letter to Lehr that he was "in no way attempting to interfere with or instruct" either him or the fund's trustees "on how to administer the fund," but was attempting to pass along the expressions, concerns and desires expressed to him by hundreds of Teamsters retirees in this regard.

The fund announcement of the "13th" check was greeted with gratitude and enthusiasm by retired Teamsters covered by the plan, which has nearly 500,000 participants and benefi-

iaries.

e all know Teamsters are tough negotiators but the militancy of one Teamsters Local 100 bargaining unit gives us all cause for optimism that the union movement is alive, well and strong enough to do battle with anyone, where members' rights are concerned.

That unit consists of workers employed at the Cincinnati Association for the Blind, most of them blind, who since 1977 have been represented by the Cincinnati, Ohio Teamsters local. Workers there, in an incredible show of solidarity, voted in early April by a majority of more than 86% to strike rather than accept what they considered a substandard contract offer, disregarding the fact that the agreement had taken seven years to achieve.

Blind workers at the sheltered workshop, fully aware of their rights as union members, rejected a final company proposal by a lopsided 42-7 vote, giving the company two weeks to present a better proposal before they hit the streets. Workers said they rejected the company's offer because they were dissatisfied with union security, hospitalization and wage provisions of the package.

That solidarity obviously made a difference because within days the stubborn workshop came back with a proposal that workers did approve, in a 41-3 ballot, giving them their first contract after a seven-

year-long battle.

The saga of the Cincinnati workers began back in 1977 when Local 100 Business Representative Ken Watson Sr. was approached by workers who asked the Teamsters to attempt the unprecedented job of organizing workers at the center. Watson began the job, but unfortunately died just months after the organizing attempt began, only to be replaced by his son, Ken Watson, Jr., who was elected a Teamsters business agent for the first time only a week after his father's death.

Blind Workshop Teamsters **Celebrate Their** First Contract

When organizing began, none of the workers at any of the 100 or more workshops for the blind around the country had attempted to form a union, although in 1976 the National Labor Relations Board had changed its policy to permit self-organization on the part of sheltered workshop employees.

The Cincinnati Association for the Blind strongly resisted the attempt to unionize its workers, and despite a June 7, 1978 election that resulted in victory for the Teamsters, fought the union for seven vears before the National Labor Relations Board and the federal courts to stop the workers from realizing their dream of bargaining rights.

Finally, in late 1982, with the U.S. Supreme Court's refusal to hear the association's appeal, the association and its attorneys sat done and began negotiating with the workers and

their union.

In the meantime, however, workers at a Houston, Texas workshop for the blind had followed Cincinnati's example and successfully negotiated the first labor contract in the country between blind workers and an association for the blind.

"This contract sets a pretty good pace," said R. J. Edlund, treasurer of the National Federation for the Blind, adding that another positive result of the struggle is the firm establishment of the idea that "blind employees are employees, not clients, inmates, patients or anything else."

The Teamsters' new contract for its Local 100 members does much to establish their equality in terms of pay and benefits.

Federal laws recognize blind people as a special class of workers and allow blind association workshops to pay them much less than workers in private industry, for example, allowing associations to pay blind workers \$2.18 an hour, as opposed to the federal minimum wage for private industry workers of \$3.35 hourly.

Under the new Teamsters pact, the minimum hourly wage the association will be allowed to pay any worker will go from the current \$2.18 to \$2.40 immediately. In the second year of the contract, \$2.45, and in the

third year, \$2.50.

With most Cincinnati Association employees paid according to how much they produce, at widely varying rates that in 1983 averaged out to \$4.68 hourly, according to Association figures, rates for these production workers also are slated to increase by 15 percent over the three years of the contract.

The workers' new contract brings with it a number of new benefits, including 50% employer-paid health care insurance for full-time workers and 25% employer-paid health care coverage for part-timers. As a result of bargaining, the association will also have to pay each worker a pension in the form of a two percent cash bonus at the end of each year, based on a worker's gross annual earnings.

Watson says workers wanted a closed shop union. They got it! They wanted a formal grievance procedure. They got it! They wanted binding arbitration of disputes. They got that, too! Even the contract will accommodate workers' needs and

will be put in Braille.

Says Local 100 Secretary-Treasurer Odell Hinkle of the effort, "We were very proud that we could bring this long struggle for the handicapped workers' right to union representation to a successful conclusion. We hope it is just the beginning of a trend for fair wages and conditions for these employees throughout the country.'

Teamsters Say 'Thanks!'

eamsters don't forget. In return for the courage of the Samoset Fire Department, which repeatedly answered emergency calls at the Bradenton, Florida Tropicana Plant and lent assistance to injured members of Teamsters Local 173 despite company threats and abuse, the International Brotherhood of Teamsters recently presented the department with a \$5,000 donation, which was used toward the purchase of new fire equipment by the Florida rescue force.

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Presenting the check to the Bradenton force during a recent Local 173 shop stewards seminar were IBT Governmental Affairs Director Paul Locigno and Industrial Hygienist Suzanne Kossan.

Kossan has worked with Local 173 officials continuously since serious dermatitus and respiratory problems, presumably linked to printing inks and solvents used at the plant, first erupted among 11 Tropicana Teamsters last summer. Since that time, other serious problems have been uncovered, including an electrocution death of a member at the Bradenton plant, bringing to four the deaths that have occurred there in a two-year period, which is about 20 times the expected average for the fruit juicing, bottling and packaging industry.

Kossan immediately swung into action on discovering the problems. Working with the Occupational Safety and Health Administration and the National Institute for Occupational Safety and Health, the Teamsters are attempting to uncover all health hazards at the plant and get the workplace cleaned up.

And here is where the Samoset Fire Department came in. Kossan noted, as she helped present the check to the firefighters, that it was "in appreciation for their heroic efforts to attend to our injured members at Tropicana."

Members of Teamsters Local 173 and the International decided to make the donation after a crew from the Samoset Fire Department came to the aid of a Tropicana worker even though company officials tried to stop them from entering the plant.

"There were several incidents where Samoset went out and responded anyway, without hesitation, even though others stood in their way," Kossan noted.

In January, 1984, a Samoset rescue crew was told to leave Tropicana after it was called to

the orange juice processing plant to treat a worker who had lost his footing on a roof and injured his back.

A company security guard tried to block the fire department's entry and told the rescue crew to "get the hell out of here," according to a report filed by Fire Marshal Paul Deese III.

Ignoring the order, members of the rescue crew joined Manatee Emergency Services workers on the scene to assist the injured man, who was taken to a nearby hospital for treatment.

Tropicana has now agreed to allow the fire rescue personnel onto the company's property when a worker is injured, Kossan reports.



Here Local 173 officers and IBT personnel gather at the presentation ceremony. Presenting the Teamsters' donation is Governmental Affairs Director Paul Locigno, who's flanked on the right by DRIVE Director Wallace Clements. At the far left is IBT Industrial Hygienist Suzanne Kossan, who has been investigating the problems at Tropicana. Below, some of the expensive but vitally necessary rescue equipment purchased with our donation.





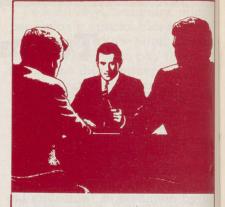
IBT Counsel Win Critical Safety Decision In U.S. Court of Appeals

n June 12, in IBT v. United States, the IBT Legal Department won a significant victory in the United States Court of Appeals for the District of Columbia. Although the Court held that it was permissible for the Bureau of Motor Carrier Safety to allow carriers to use forms other than the driver's log to record hours of service, the Court found that the Bureau violated the Administrative Procedure Act by deleting seven items of information previously required by the regulations to be completed by the driver. The Court further found that the Bureau acted arbitrarily and capriciously when it expanded the mileage exemption.

In this action, IBT counsel contended that the Bureau acted arbitrarily and capriciously by amending the driver's log regulations to allow carriers to use a variety of forms as long as they contain certain minimal information. By this action, the Bureau deleted the requirement that drivers keep a record of the following seven items of information previously required by the driver's log book: total mileage today, name of co-driver, home terminal address, total hours, shipping document numbers or name of shipper and commodity, origin, and destination or turn around point. In addition, the new regulations significantly expanded an exemption from the recordkeeping requirement under which drivers who return to their home terminal within 15 hours of reporting for duty and do not drive beyond a 100 mile radius from that terminal were not required to keep any record of their hours of service.

When the Bureau first issued notice of its intention to change the driver's log requirement, the IBT, along with many state agencies, local unions and individuals, submitted comments urging the Bureau not to make any changes in the requirement. Although the majority of comments favored retaining the driver's log requirement as it was, the Bureau proceeded to amend the regulations anyway. Thereafter, the IBT filed a petition to review this decision with the U.S. Court of Appeals for the D.C. Circuit.

In its decision, the Court held that it was permissible for the Bureau to allow carriers to use forms other than the driver's log so long as they contained a standardized grid for recording hours of service. However, the Court found that it was arbitrary and capricious for the Bureau to permit carriers to use forms which did not require all 15 items of information previously required by the driver's log. Accordingly, the Bureau's decision to delete seven items of information from its record-



Our
Legal
Counsel
Says . . .

(NEWS OF NOTE TO TEAMSTER LOCALS)

keeping requirement was vacated by the Court.

The Court went on to find that the Bureau acted arbitrarily and capriciously by expanding the 50 mile radius exemption to 100 miles. The Court pointed out that the agency failed to come forward with any specified investigative techniques for policing violations of the hours of service regulation for drivers who fell within the exemption. The Court also noted that the new exemption represented a doubling of the amount of time that the Bureau was willing to assume that a local driver was not driving during a tour of duty. The Court concluded that an examination of the record before the Bureau did not disclose any material which could provide a basis for the Bureau's justification for expanding the exemption.

In sum, IBT v. United States provides a valuable legal precedent for preserving and developing effective federal safety regulations in all industries.

Job Stress

It Harms Us More Than We Think

sick. Too often we blame ourselves for the problems we face in our personal lives when, in fact, those problems are caused by on-the-job stress.

Our body goes through changes to cope with stress. These body changes help us get on top of a stressful situation without harm to our health. Yet sometimes if we are under severe or repeated stress day in and day out, our coping mechanisms begin to backfire. In fact, what may happen is that these body changes which are used to combat stress may actually cause disease. Heart disease, for example, may result from your heart being constantly overworked and because of high blood pressure and increased blood cholesterol. Continuous pumping of sugar into the bloodstream may even lead to diabetes. Chemical changes in the body as a result of stress may lead to emotional problems such as depression and a general inability to cope.

Aside from these diseases there are early warning symptoms which tell us that we are under more stress than we realize. Symptoms of stress include:

Agitation
Worry
Depression
Headaches
Backaches
Sleep too much/unable to
sleep
Loss of weight and appetite
Compulsive eating and
weight gain
Skin rashes and itching
Indigestion, diarrhea, constipation
Sexual problems
Increased drinking, smoking, or use of drugs

How do jobs cause stress: Usually our jobs produce stress that slowly grinds us down. Causes of stress on the job include:

Job insecurity
Unemployment
Increased workload
Harassment
Discrimination
Powerlessness
Confusion
Isolation
Boredom
Burnout
Competing with other workers
Lack of recognition
Shift work
Environment

The solution to workplace stress is in eliminating the cause. Although individuals may develop ways to cope with stress, such as physical exercise and relaxation, the most important thing to do is to recognize your headaches, high blood pressure, ulcers or depression may not be caused by a "personal problem," but may be caused or aggravated by your work. Talking to your coworkers is important. Find out if they are developing some of the same problems.

To eliminate stress at work, workers may negotiate contract language on no layoff clauses, upgrading and advancement programs for employees, no mandatory shift work, protections against harassment and discrimination, and clear job descriptions. Specific contract language recognizing on-the-job stress and tension as a bona fide health hazard in the work-place will provide protection for workers subject to workplace stress.



Grain Rules

he IBT Safety and Health Department has gone on record in support of OSHA's proposed rule on grain elevator safety. In comments submitted to the agency, the IBT stressed the need for such a regulation, citing the deaths of 24 Teamsters members killed during a grain elevator explosion in Louisiana in 1977.

In the comments to the record, the IBT did note, however, that OSHA needed to make several revisions to their proposal to assure maximum protection for grain workers. The revisions called for by the IBT include:

1.) Prioritizing engineering controls over "sweeping" grain dust once per shift to minimize airborne and layered grain dust.

Training and information to workers on health hazards posed by dust and fumigants.

3.) Mandatory testing for toxic chemicals before entry into grain bins.

Pound for pound, grain dust is more explosive than TNT. Since 1977, 108 workers have been killed in explosions and many more have been injured. In 1984 alone, ten (10) grain dust explosions have been responsible for three (3) fatalities and 13 injuries among grain workers. Grain dust explosions can be prevented by reducing airborne and layered dust levels in grain elevators and mills.

The IBT represents thousands of workers in the grain milling and handling industry.

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s part of an effort to remove unsafe commercial motor vehicles from the nation's highways, the Bureau of Motor Carrier Safety (BMCS) conducted a National Road Check from May 2-5, 1983. Results from the roadside inspection of 4,245 heavy trucks show that 35% of all vehicles were declared out-of-service due to the presence of one or more outof-service defects. The most prevalent out-of-service defect found by inspectors involved vehicle service brake systems.

BMCS inspectors conducted the road check with the help of state law enforcement officials.

A vehicle is declared out-ofservice when one or more defects are discovered that would render the vehicle imminently hazardous to operate. The IBT has always taken the position that there are problems with unsafe equipment on the highway and that the Federal Motor Carrier Safety Regulations must, therefore, be strictly enforced.

In addition to roadside in-

ICC AUTHORIZED CARRIERS

Total Vehicles Inspected: 2,447 Total Vehicles Out of Service: 926 Total Vehicles Inspected With No Defects Noted: 810

THE REAL PROPERTY OF THE PARTY	Market Control	
DESCRIPTION OF VIOLATIONS	TOTAL VIOLATIONS DISCOVERED	TOTAL OUT-OF-SERVICE VIOLATIONS
Brakes—Emergency		2 mey 2 more as
Brakes—Parking	_	
Brakes-Service	1,012	572
Coupling Devices	18	6
Fire Extinguisher	51	
Spare Fuses	1	- Landid
Warning Devices	9	_
Exhaust System	42	2
Fuel System	30	20
Frames	75	4
Glazing/Window Construction	43	
Lighting—Stop	165	83
Lighting—Signal	189	20
Lighting—Other	137	16
Electrical—Battery/ Wiring/Other	39	
Windshield Wipers	9	
Speedometer	19	
Miscellaneous**	16	2
Steering	48	8
Suspension	63	25
Tires	217	66
Wheels—Cracked	17	8
Wheels—Other	97	13
Cargo Securing (Chains, binders,		
etc.)	16	11
Other***	188	71
TOTAL	2,501	927

Thirty-eight percent of these carrier vehicles were found to have one or more out-of-service vehicle defects. Thirty-seven percent of the total defects discovered were out-of-service defects. Sixty-two percent of the out-of-service items were noted during the inspection of service brake systems.

- ** The miscellaneous category includes such items as defrosters, heaters, mirrors, and other areas which provide for safer driving conditions.
- *** This category includes such items as excess engine oil leaking, holes in flooring that allow entrance of fumes or exhaust gases, air leaks other than at connections, and others.

Private Carriers

Total Vehicles Inspected: 1,527
Total Vehicles Out of Service: 439
Total Vehicles Inspected With No Defects Noted: 395

DESCRIPTION OF VIOLATIONS	TOTAL VIOLATIONS DISCOVERED	TOTAL OUT-OF-SERVICE VIOLATIONS
Brakes-Emergency	9	5
Brakes—Parking	8	
Brakes—Service	548	279
Coupling Devices	14	7
Fire Extinguisher	83	
Spare Fuses	1	
Warning Devices	29	
Exhaust System	18	
Fuel System	10	3
Frames	58	8
Glazing/Window Construction	32	an hank hashe
Lighting—Stop	80	27
Lighting—Signal	113	16
Lighting—Other	120	29
Electrical—Battery/ Wiring/Other	16	
Windshield Wipers	10	At hon_ drang
Speedometer	12	Asimi estar inches
Miscellaneous**	3	
Steering	27	5
Suspension	36	17
Tires	125	37
Wheels—Cracked	9	2
Wheels—Other	58	7
Cargo Securing (Chains, binders,		
etc.)	12	8
Other***	54	3
TOTAL	1,485	453

Twenty-nine percent (439) of the private carrier vehicles were found to have one or more out-of-service vehicle defects. Thirty-one percent of the total defects discovered were out-of-service defects. Sixty-three percent of the out-of-service items were noted during the inspection of the service brake systems.

- ** The miscellaneous category includes such items as defrosters, heaters, mirrors, and other areas which provide for safer driving conditions.
- *** This category includes such items as excess engine oil leaking, holes in flooring that allow entrance of fumes or exhaust gases, air leaks other than at connections, and others.

spections, BMCS has conducted safety management audits of carrier safety practices and recordkeeping compliance as it relates to Federal Motor Carrier Regulations.

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Results from 5,855 of such safety audits revealed problems in the areas of hours-of-service and driver logbooks. For example, thirty-one percent (31%) of the audited carriers required or permitted drivers to drive more than 10 hours. Twenty percent (20%) of the audited carriers required or permitted drivers to

remain on duty more than 60 (or 70) hours in 7 (or 8) consecutive days. Eighteen percent (18%) of the carriers were found to have required or permitted drivers to drive after having been on duty 15 hours. Seventeen percent (17%) of carriers audited had failed to require a driver to make a duty status record and nineteen percent (19%) required or permitted drivers to make false entries up on duty status records.

Safety audit results showed problems with carrier compli-

ance in the area of medical qualifications for drivers as well. For example, twenty-one percent (21%) of the carriers audited had failed to maintain a medical examiner's certificate in the Driver Qualification file, and 12.4% of the carriers audited used drivers not physically reexamined each 24 months. All of these actions constitute violations of the Federal Motor Carrier Safety Regulations.

Copies of the reports are available from BMCS.

•					
		ICC Exempt	Other Carriers		
Total Vehicles Inspected: 271 Total Vehicles Out of Service: 139			Windshield Wipers	3	_
Total Vehicles Inspected With No Defects Noted: 60		Speedometer	8		
MOMAL MOMAL		Miscellaneous**			
DESCRIPTION OF	TOTAL	TOTAL OUT-OF-SERVICE	Steering	5	2
VIOLATIONS	DISCOVERED	VIOLATIONS	Suspension	9	4
Brakes—Emergency	2	1	Tires	44	12
Brakes—Parking	3		Wheels—Cracked	6	3
Brakes—Service	144	94	Wheels—Other	30	3
Coupling Devices	2	1	Cargo Securing (Chains, binders,		
Fire Extinguisher	14				
Spare Fuses			etc.)	1	3
Warning Devices	3		Other***	20	
Exhaust System	2		TOTAL	388	140
Fuel System	3	2	Fifty-one percent of these carrier vehicles were found to h one or more out-of-service defects. Thirty-six percent of the to		s were found to have
Frames	12	2			six percent of the total
Glazing/Window Construction	5	<u>_</u>	defects discovered were out-of-service defects. Sixty-eight perce of the out-of-service items were noted during the inspection service brake systems.		
Lighting—Stop	18	11	** The miscellaneous category includes such items as defrosters		
Lighting—Signal	28	1	heaters, mirrors, and other areas which provide for safe		nich provide for safer
Lighting—Other	23	1		driving conditions.	
Electrical—Battery/ Wiring/Other	3		*** This category includes such items as excess engine oil leak holes in flooring that allow entrance of fumes or exha gases, air leaks other than at connections, and others.		of fumes or exhaust

	SUMMARY			
	ALL TYPES	ICC AUTHORIZED	PRIVATE	ICC EXEMPT/OTHER
Number of Inspections	4,245	2,447	1,527	271
Number of Inspections, No Vehicle or Driver Violations	1,265	810	395	60
Percent of Inspections, No Vehicle or Driver Violations	30%	33%	26%	22%
Number of Violations	4,374	2,501	1,485	388
Vehicle Violations/Inspection Ratio	1.03	1.02	0.97	1.43
Number of Out-of-Service Defects	1,520	927	453	140
Out-of-Service Defects Per Inspection Ratio	0.36	0.38	0.30	0.52
Number of Vehicles With One or More Out-of-Service Defects	1,504	926	439	139
Percent of Vehicles With One or More Out-of-Service Defects	35%	38%	29%	51%
Number of Driver Violations	1,502	634	722	146
Driver Violations/Inspection Ratio	0.35	0.26	0.47	0.54
Number of Driver Out-of-Service Violations	300	146	116	38
Driver Out-of-Service Violations/Inspection Ratio	0.07	0.06	0.08	0.14

CONSUMERS CORNER

t is almost impossible to conceive of life without electricity. We depend on it to light our homes and streets, run labor saving appliances, provide heat, power home entertainment systems, etc. The list is almost endless. But this powerful energy resource we take for granted can be dangerous if it's not treated with respect.

Underwriters Laboratory points out that precautions should be taken when using any appliance. To ignore safety warnings is to risk injury, even death.

U.L. lists some typical precautions as found in instruction booklets:

Use an appliance for its intended purpose only.

 Always unplug an appliance when not in use, or before handling, changing attachments, servicing, etc.

 Always follow manufacturer's instruction for appliance maintenance and use of accessories. Use only those attachments made for the appliance and heed all warnings.

 Don't abuse the appliance cord. Never carry an appliance by its cord, or yank it to disconnect it. Always keep the cord away from heated surfaces and don't allow it to hang over a table or counter top.

 Don't operate an appliance with a damaged cord, until it has been examined and repaired by a qualified service person.

 Always check the appliance cord periodically for any damage such as cuts, cracks or breaks in the insulation.

Special attention should be paid to extension cords. Extension cords must have the capacity to handle the current required by an appliance. If an extension cord cannot handle the load, the wire could overheat and cause a fire. There are ratings for both appliances and

extension cords in amperes. If you must use a cord, make sure it is rated to carry the load.

If you are using one cord for more than one appliance, the total amps of the appliances should not exceed the cord rating. Heavy duty cords should always be used in workshops. Don't extend cords under rugs where they could overheat or crack from the wear and tear of traffic. When the need arises for outdoor use, use only an extension cord that has been rated for outdoor use.

Indoors electrical safety can



be as fundamental as installing the correct wattage bulb in a fixture. If a bulb is of too high a wattage, overheating could cause a fire. If you don't know the correct wattage, use a bulb no larger than 60 watts. If you have small children, equip unused receptacles with safety covers to prevent accidental shocks.

Keep furniture off electrical cords. If a cord is cracked or frayed, replace it. A cracked cord can cause a shock or fire. Never overload wall outlets. Make sure all outlets and switches are working properly and are cool to the touch. If they aren't, a fire hazard may exist. If you must regularly run extension cords in a room, consider having an electrician install more outlets. Extension cords are not as safe as permanent house wiring.

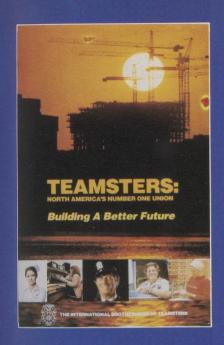
Kitchens and bathrooms contain obvious electrical hazards.

Do not locate any electrical appliances near the sink where they can be splashed with water. Counter top outlets should be protected by Ground Fault Circuit Interrupters (GFCI). Appliance cords should not come in contact with hot surfaces like ovens, toasters and ranges. They can be damaged. Route them away from heat sources.

Most current building codes require GFCI's in bathrooms. If your older home is without them, consider installing them. If you do have GFCI's, test them regularly in accordance with manufacturers instructions. Try not to use electric appliances such as hair dryers or razors or sunlamps near water in the bathroom. A plugged in appliance, even when switched off, can cause electrocution if dropped into water. If you have a metal pull chain in the bathroom do not pull with wet hands.

Electric workshop tools should be double-insulated. If not, a three-pronged cord should be used. Using extension cords they should have the same amp rating as the tool. Do not use electrically powered tools in damp or wet areas. Avoid metal ladders when making electrical repairs or using electric tools. Don't overload circuits and keep flammable liquids away from the work area.

Outdoors, never use electric tools on wet grass or bushes. Keep hands and feet dry. A stray electrical charge can easily pass through you on its way to the ground. Always wear shoes too. When pruning trees with a mechanical tool, make sure the tool or branch do not come in contact with power lines. A branch can conduct enough electricity to cause serious injury.



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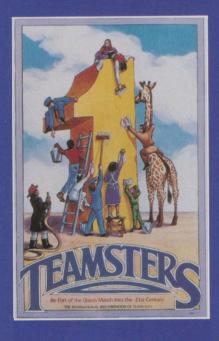
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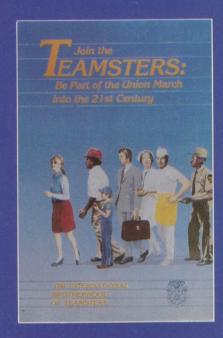
Our Teamster Pride Is Showing!

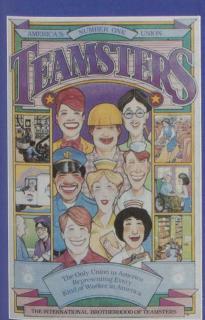
IBT Posters Tell the World We're Number One

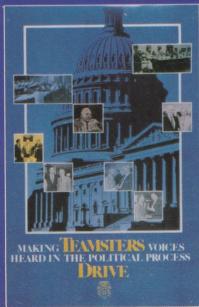
(Any of the posters shown here can be purchased from your Teamsters local, which can order them from the International at 60 % for the large size $(24'' \times 36'')$, 40 % for the smaller version $(14'' \times 22'')$. Tell the world you're proud to be a Teamster with these colorful graphics.)

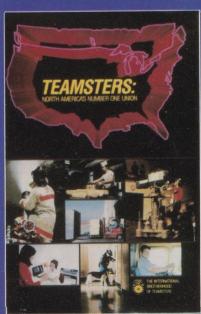












DRIVE

The Pathway to Teamsters' Futures

From City
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to the halls of Congress, decisions are
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DRIVE (Democrat, Republican, Independent Voter Education) is the political strength of the Teamsters. It gives us a voice in the decisionmaking and a foot on the

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Make check payable to DF 25 Louisiana Avenue, N.W			t Voter Education),

A copy of the DRIVE report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C. 20463



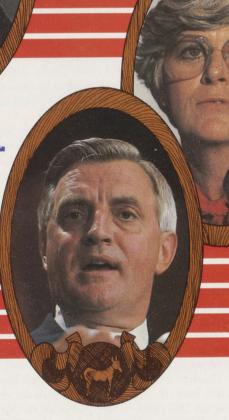
DEDICATED TO SERVICE

AUGUST 1984



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Teamsters Poll For President

Your Ballot on Page 8

THE PRESIDENT'S MESSAGE

he most important act that any citizen of this country can perform is to exercise his right to vote for those who will lead the nation. The right of free franchise not only is guaranteed in our Constitution but underscores the foundation of the principles of freedom and liberty.

Nineteen eighty-four marks a turning point in the electoral process that could make the difference toward electing candidates who will not only serve labor and working people of America, but create a base for sound economic growth, more jobs, and better opportunities well into the 21st century. Realizing this, the International has made extraordinary efforts toward expanding our DRIVE program and our legislative and governmental affair activities. We intend to have a major impact on the direction of the November elections. Therefore, I would urge our entire membership to follow suit and register to vote in the upcoming elections at every level-local, state and national.

There is much at stake in this election. By determining the outcome of the November elections, we will, in effect, be influencing the outcome of future legislative battles over issues of crucial concern to working men and women. Though much attention will be and has already been focused on the presidential election, I would remind you that labor's battles are fought every day in Congress, in state capitals and in city halls across the country. As far as the presidential election is concerned, the General Executive Board has decided to

withhold any Teamster endorsement until after both major party conventions have concluded.

Teamster leadership is participating in both the Democratic and Republican conventions in an effort to have our issues and concerns a part of both party's platforms for the coming election. We believe that we carry more influence and clout with both parties going into the election without the disadvantage of having endorsed either party's candidate prior to the conventions.

The results of our work at the two conventions will be a part of both party platforms for the electorate to compare and choose the candidates of their choice.

Therefore, in this issue of the International Teamster we are asking Teamster members to return a presidential preferential poll on the attached postal card indicating choices for president of the United States, as well as issues important to the Teamster membership. I urge you to participate in this polling effort to give guidance to our General Executive Board in determining whether or not our International Union should make an endorsement for president, and if so, which candidate should receive the Teamster endorsement.

The General Executive Board will convene on August 30 for the purpose of deciding on a presidential endorsement. Postcard returns must be received from Teamster members no later than August 25, so that we may tabulate these results to be taken into consideration by the General Executive Board in making this decision.

From the General President



Jackie Presser

Making such a weighty decision is a serious obligation of your General Executive Board. The results of the Teamster presidential preferential poll, as well as any endorsement, will be announced in the September issue of the *International Teamster*.

I urge you to be a part of this decision-making process. I once again urge each and every one of you and your families to participate in the election process by registering and voting on November 6. Teamsters can make the difference.

Fraternally,

Jackie Trusser

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.





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Volume 81, No. 5

August 1984

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2 GEB Meets



5 Scholars Visit



20 Taiwan Trip

2 Teamsters' Board Meets in Colorado
Elections are a primary concern

4 Teamsters Lose a Friend V.P. Mock is retiring

5 IBT Scholars Visit Washington, D.C.
Receive their awards from Jackie

8 IT'S YOUR CHOICE—Poll for President
Who would you vote for; we want to know

9 Teamsters Attend Democratic Convention
Highlights of our participation

12 RNC Labor Council Appearance by Teamsters
We stated our views on key issues

14 Election '84: The Candidates

Brief biographies on the contenders

16 Campaign '84: Where They Stand
Candidates' positions on key issues

18 Who Wins Is Up to You

Key posts are up for grabs, so vote

18 The Changing Face of Working America
The work force is changing; so is the IBT

20 V.P. Shea Leads Delegation to Taiwan
IBT goodwill mission highlights labor issues

22 Teamsters Visit the ITU

A merger could help both unions

28 DRIVE Rolls On as Members Get the Word Issues are serious; Teamsters help

30 SHIELD Looks at Heat Stress, Asbestos Helps deter twin threats to members

Editorial material should be addressed to:
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A Busy GEB Session

he Teamsters General Executive Board, meeting in quarterly session early in July, turned its attention to a prospective 1984 election endorsement, bankruptcy and other pending legislation, scholarship aid and the status of the Teamsters' new housing program, among other issues.

One of the first orders of business, though, was the swearing-in of Jesse L. Carr as an International Vice President, and Jack Cox as International Trustee, after unanimous Board

approval.

Teamsters General President Jackie Presser began a rousing debate on election year politics, by detailing the growing effectiveness of DRIVE. Presser also discussed the Teamsters' political activities thus far in 1984. reporting on his appearance before the Democratic Platform Committee, the union's appearance before the Republican National Committee's Labor Advisory Council to offer our input on the Republican platform, and our union's planned strong representation at both party conventions.

Jackie reported that members would be brought into the election process with the August issue of International Teamster, in which they would be asked to voice their personal preferences for President. In a related action, the GEB agreed to meet in special session late in August, to consider those poll results, due back by August 25, as well as the possibility of any 1984 Teamsters' candidate en-

dorsement.

Presser also directed the Board's attention to changes in the work force and the demands that will pose for labor. "If we are to compete," he said, unions must modernize their operations, communicate more. and become more effective. We must address the needs of all these new workers if we are to

grow. The Teamsters plan to be here; we will go and grow with the times!"

Recounting one new direction the IBT is taking, Jackie detailed the growth of the new Teamsters National Housing Division and its progress in getting grants for prospective new complexes. Communications Director Duke Zeller's report on the increase in the number of IBT scholarships for the 1984-1985 year is another example of the diverse solutions we seek to help members and their fami-

IBT Vice President Walter Shea gave an in-depth report on his recent goodwill mission to Taiwan and his meetings with our Chinese union counterparts. This, too, exemplified the extent to which the Teamsters will become involved these days to make a difference and defend our interests. So had President Presser's earlier report that the International Federation of Chemical, Energy and General Workers Unions had enthusiastically accepted the Teamsters' proposed reaffiliation with them.

General Secretary-Treasurer Ray Schoessling gave an indepth report on the health of the Teamsters financially, as well as a report on where our current membership stands.

In other reports, Economics Director Norman Weintraub discussed preparations for upcoming National Master Freight talks; Research Director Mary Ann Keeffe discussed political activities, the Commission on Work, and gave an ITU merger status update; Legislative Director Dave Sweeney updated our legislative efforts, and Teamster attorneys synopsized recent legal developments.

Division reports also were given by Newspaper Drivers Division head Carmen Parise and Retiree Affairs Director Norman

Greene

Resolutions

n other action, the Board unanimously adopted two important resolutions during the course of its busy session.

The first dealt with the use of triple trailer rigs on our nation's highways. Citing major safety hazards created by triples, both to drivers handling the rigs and to motorists who might be involved with them in a jackknife or collision, along with the millions of additional dollars that will be necessary for highway maintenance, the Teamsters went on record as "vigorously opposing any proposed legislation by the United States Congress or by any of the fifty states of the union to permit such rigs to operate on our nation's highways."

The Board also adopted a policy on agricultural industry or-

ganizing. They resolved to organize workers in this industry and minimize conflicts with other labor organizations with common objectives, while doing

The Board's resolution mandated that prior approval of the governing joint council and area conference would be required before a local union begins organizing an agricultural unit, and that the jurisdiction of the agricultural industry would be that of the geographical boundaries of the local union which has food processing, produce or an allied industry as its normal jurisdiction.

The resolution also stipulated that multi-union agreements covering jurisdictions of signatory parties would be per-

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Teamsters Lose A Friend With Mock's Retirement

eamsters lost a veteran union leader last month with the announcement of his impending retirement by Teamsters First Vice President George Mock.

Mock, elder statesman on the Teamsters' General Executive Board, announced in mid-June that he would officially end his Teamsters' career on July 30, formally submitting his resignation at the Teamsters' early July General Executive Board meet-

ing.

Mock thus brings to a close a prestigious 47-year career as a Teamsters officer. Mock, first vice president of the Teamsters since 1974, will forever be immortalized in Teamsters' history, since for a 10-day period in 1981 he served as the General President of the Teamsters Union. From the time of the death of Teamsters General President Frank Fitzsimmons to the appointment of Roy L. Williams as his successor. George Mock handled the helm of the mighty Teamsters International and the responsibilities that came with it, doing our officers and members a service for which they'll always be grate-

In formally accepting Mock's resignation, Teamsters General President lackie Presser noted the void on the board that will be left by Mock's absence and wished both George and his wife, Rose, a long and happy retirement. Two resolutions also were passed by the GEB honoring Mock.

A special tribute to George and Rose came during the board meeting when their fel-



Above, Mock as General President of our union in 1981.

low officers and their wives feted them for their long years of service to the union with toasts, speeches, gifts and

George Mock had been a member of the Teamsters General Executive Board since 1957. when he was first elected a vice president by convention delegates. But prior to that, he had worked his way up through the ranks to that leadership role. Mock never forgot those roots in the grocery industry.

Mock first joined the Teamsters as a grocery truck driver in Los Angeles in the late 1930s. Quickly he took an active part in organizing warehouse employees for Teamsters Local 598. In 1937, Mock was elected as recording secretary of that California local, beginning a labor career that was to carry him to the union's highest ranks.

He would in quick succession serve first as president and then as secretary-treasurer of the local. He also would be named to key posts on the Western Warehouse and Produce Council, would take an active part in warehouse organizing on the Pacific Coast and in the San Francisco Bay area, would be instrumental in bringing into the Teamsters cannery workers in Northern California. would in 1948 be named the first director of the National Warehouse Conference, then headquartered in Seattle. Washington, and in 1953, would be named a general organizer for the International Union, assigned to the valley areas of Northern California.

A Los Angeles native, Mock spent his career serving workers in the region of the country he still calls home. The Teamsters leader has been a moverand-a-shaker all his life for members' causes. Cannery and warehousing were his loves, the areas he knew and served best, and workers were always better served by having him in their corner. Until his retirement Mock served as a policy committee member of the National Warehouse Division and the Western Warehouse, Industrial, Aerospace and Allied Clerical Workers Council. He was also instrumental in helping form the Northern California Warehouse Council, embracing all Teamster and ILWU locals in Northern California to promote labor peace and harmony.

As vice president, Mock's jurisdiction covered the territory encompassed by Teamsters Joint Councils 3, 7 and 38, covering parts of Northern California, Northern Nevada, Arizona, New Mexico, Colorado and Wy-

Change is never easy, but as George Mock himself said recently, "Sometimes we have to do things we don't want to do, even if it isn't easy." George Mock gave his life to the Teamsters; he will be missed as one of our executive officers. (At press time, no replacement had yet been named to succeed Vice President Mock.)

Teamster Scholars Visit Washington for Awards **Ceremony at Headquarters**

he 1984 recipients of the Teamsters International Union Scholarships journeved to Washington, D.C. recently, and on Monday, June 25, received awards honoring their academic excellence from General President Presser in a ceremony at IBT headquarters. Earlier they had embarked on a whirlwind visit to Washington's most popular visitor attractions, including the U.S. Capitol and the White House.

Presser, in presenting the young scholars with their awards, commended each student on the exceptional scholastic success that had led to the honor. Each of the ten Teamsters' youngsters received an IBT award worth \$6,000, \$1,500 of which will be paid yearly to the school of the student's choice to offset the expenses of their four-year college

educations.

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Paying what was for most a first visit to Washington were scholarship recipients Michael S. Serfas, Swiftwater, Pennsylvania, Teamsters Local 229; Steven Marchese, New York, New York, Local 295; Alan E. Maestri, Sterling Heights, Michigan, Local 299; Mark J. Eubanks, Lilburn, Georgia, Local 528; Jennifer L. Burch, Mt. Juliet, Tennessee, Local 480; Dorothy A. Manwill, Boise, Idaho, Local 483; Chun Y. Lee, Salinas, California, Local 890; Patricia E. Fox, Kamloops, British Columbia, Local 213, and Vernon M. Toyonaga, Mississauga, Ontario, Local 938. Missing from the ceremony at headquarters was only one Teamster scholar, Peter H. Mihaly from Greensburg, Ohio, Local 52, who is already in school. General Presi-



Above, Jennifer Burch arrives. Below, Michael Serfas gets an overview on the IBT's TITAN System.



dent Presser had previously had the opportunity to present Mihaly with his award at a June 6th meeting of Teamsters Joint Council 41 in Cleveland,

Washington, D.C. was selected as the site for this year's awards ceremony to broaden the students' awareness of the scholarship program and, by enabling them to visit the nation's capital, site of our government, gain an additional educational experience of the first

Culmination of the visit to Washington was a luncheon in honor of the scholarship winners, presided over by General President Presser, whose strong support of the scholarship program has contributed to the growth in the number of awards for the 1984-1985 program to 25.

At the luncheon/awards ceremony. Presser spoke of the union's commitment to education and academic excellence. Terming these graduating seniors "tomorrow's leaders," Presser noted the importance of education and told the students. "It is expensive to go to college nowadays, so we are glad that the Teamsters Union is able to assist you in attending the college of your choice. This scholarship should motivate you to achieve the highest grade point average you are capable of attaining.

"At the International, we recognize the accomplishments of our members' children," Presser added. He proudly noted that although many of the former IBT scholarship winners have gone on to outstanding careers in distinguished fields, they "keep in touch with us for years

to come.'

Presser asked the students if they had enjoyed their stay in Washington and if they had found it to be an informative All agreed that coming to Washington had been a learning experience. The scholars said they not only learned more about the Teamsters Union and its background, but also quite a bit about our nation's capital and its history. "You are in the city that makes more decisions than any other place in the world," Presser said.

(Continued on next page.)

SCHOLARSHIPS

While in Washington, the young scholars and their parents were given a guided tour of International headquarters, visiting all the departments and major facilities within the complex. Students and Teamster parents who toured the departments marveled at the many functions taking place throughout the building and agreed that learning about these operations had enhanced the students' knowledge and understanding of the Teamsters Union.

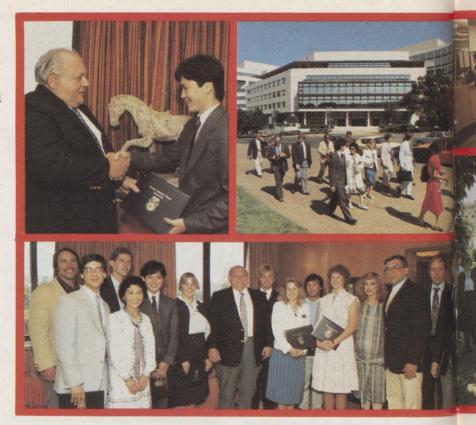
The students also received private tours of the White House and the Capitol, which had been arranged by the IBT Department of Governmental Affairs.

The Capitol tour began with stops at both the House and Senate chambers housed within the enormous domed structure that is the seat of our nation's government.

First stop was the House of Representatives, where the Teamsters' scholars visited with the Doorkeeper to the House. Although Congress was in session, the House had adjourned for the day, and thus, the group was able to personally visit the House Floor. During their tour of the Capitol building, the group also inspected both the Senate Floor and the Old Supreme Court chambers.

A special private VIP tour of the White House was conducted by Doug Riggs, Special Assistant to the President. Riggs gave the group a brief historical overview of the White House while visiting with them in the Indian Treaty Room, located on the first floor of the Old Executive Office Building.

He described operations in the West Wing of the White House, which houses the Oval Office, and serves as headquarters for many assistants and aides to the President, as well as the activities of the Old Executive Office Building, where much of the White House staff works.



Riggs also pointed out Vice-President Bush's office, which is located on the second floor of the Old Executive Office Building, so the Vice-President is always available to assist the President on a moment's notice. Bush's assistants and aides also have offices on the second floor of the Old Executive Office Building, in close proximity to the quarters of the Vice-President.

The Presidential aide pointed out that the Old Executive Office Building, which today serves as the base of operations for much of the White House's personnel, was originally erected in 1870 to accommodate the Department of War and the Department of State for the United States, changing in function as the government and the needs of the Presidency expanded.

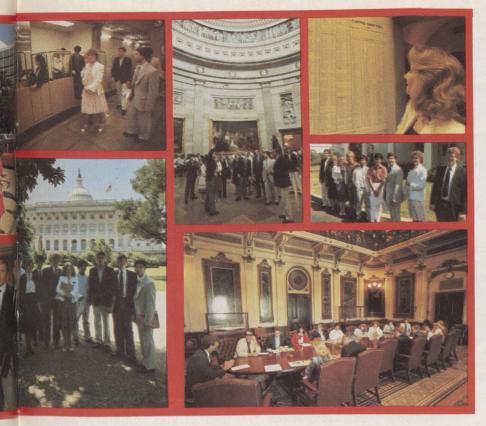
Riggs also discussed with the Teamster group the great number of special events and daily functions conducted in and around the White House grounds.

Special Assistant to the Presi-

dent Marshall Briger took a moment of his time to speak to the students about the White House and about what it's like to serve as an assistant to the President of the United States.

Briger, who also serves as Liaison to the Jewish Community for the Administration, explained that his job falls into three categories: He has a service function to meet with groups and to execute the services requested of him by the President; he manages proposals from people who wish to meet with the President on various topics of particular interest to the President; and he manages correspondence from people who request routine letters or responses from the President, deciding which of these matters are in the best interest of the President and his administration, and bringing those matters of relevance to the President's attention. Briger noted that it's the President, of course, who makes the final dispositions on matters at

Picking up the tour, the group



continued through the Old Executive Office Building to the South Lawn and finally out to the West Wing of the White House. Since President Reagan was conducting meetings at the time in the West Wing, the group was unable to tour the Oval office, but strolled through the Rose Garden and saw all the hoopla created by the press day-by-day as it accomplishes its job of covering the Administration and its activities.

This year's Teamsters' scholars, worn out by their whirl-wind visit to this city of myriad sights and sounds, all too soon were ready to begin winging their way home, where they will be attending various colleges and universities all over the United States and Canada.

But before they did, we at headquarters asked them for their perceptions of their visit to the union. Eastern Conference of Teamsters scholarship recipient Michael S. Serfas, who just turned 15 this Spring, was "ecstatic," he said, when he learned he had been awarded a scholastic scholarship from the

Teamsters Union. Steven
Marchese, his ECT fellow winner, thought it was "fantastic
that the Teamsters are reaching
out and trying to help the members and their families attain
their goals in life."

Central Conference of Teamsters winner Alan E. Maestri stated that he was honored to receive the scholarship award, and said he appreciated all the work that the Teamsters put into this fascinating visit to Washington, D.C.

The Southern Conference of Teamsters scholarship recipients, Mark J. Eubanks and Jennifer L. Burch, noted the hard work that had led to their awards. Mark commented, "Awards such as this make years of hard work worth the effort." Jennifer was grateful for the opportunity to apply for the Teamsters' scholarship and overwhelmed that she received one of them.

The two young scholars from the Western Conference of Teamsters were Dorothy A. Manwill and Chun Y. Lee. Dorothy was pleased to be one of the ten recipients of the Teamsters scholarships. "It made all the hard work in school worth it," she commented. Chun wanted to thank his parents and members of Teamsters Local 890, for everything they had done to make this moment possible for him, saying he was "honored to have been chosen as a recipient for this scholastic award."

Canadian Conference of
Teamsters scholarship recipients Patricia E. Fox and Vernon
M. Toyonaga traveled quite a
distance for the ceremony. Patricia came the farthest distance of any of the students and noted that she was very
pleased to be receiving such an award from the strongest labor union in the world. Vernon added that he was very thankful to the Teamsters Union and appreciated all the union was doing to further his education.

All Teamsters officers and members join with General President Presser in congratulating these 10 hard-working scholars, as well as the other outstanding youngsters around the United States and Canada who applied, and all our members' college-bound freshmen. The union wishes all our members' sons and daughters continued success in their academic careers.

Preparations are now in progress for the upcoming 1984/85 scholarship program, to which the union looks forward to adding the fifteen new "Bootstraps" awards. Materials will be available to all affiliates and many high schools and libraries by the end of August, 1984, with an order blank for application materials available on the inside back cover of this month's International Teamster.

With 25 awards up for grabs in 1985, graduating 1985 seniors are urged to apply soon for materials, so they can meet all program deadlines in time. Application deadline for the 1984-1985 program is November 30, 1984.

IT'S YOUR CHOICE!

his year's elections are going to be tough and hard-fought. For that reason, International Teamster is giving each member a chance this month to voice his or her personal concerns about the state of our nation and the directions our national policies should take.

Deregulation, Economic Issues, Unemployment, Foreign Policy, the Concerns of our Elderly, High Housing Costs, Social Security Problems—these are but a few of the issues your International Union is concerned with.



Inserted between this page and the next is a Teamsters Presidential Preference Poll Ballot. We'd like you to take a minute to fill it out. We are asking that you not only indicate who you'd like to see as our next president, but what you think the key issues are in 1984. We have also included optional boxes in which you can indicate which key voting blocs you might fall into, to give us additional insights.

As with the general elections, members should be aware that the historical return rate for such a mailing is only about three percent. We'd like a truly representative sampling to guide our General Executive Board in their judgment on any prospective Presidential endorsement. Won't you help by exercising your personal voting franchise? Your union cares about your views. We can only know what they are if you tell us, though.

MAKE YOUR POLL BALLOT COUNT!

IT MUST BE AT IBT HEADQUARTERS BY AUGUST 25
TO BE INCLUDED IN THE RESULTS!

TEAR YOUR BALLOT OUT NOW,
FILL IT IN AND GET IT IN THE MAIL—
WE WANT TO HEAR FROM YOU!

THE FUTURE OF OUR NATION IS YOURS!



Labor States Its Case

n Sunday, July 15, the day before the opening of the Democratic Party convention, with sunny skies and balmy weather, more than 150,000 union members and supporters, 30,000 of them Teamsters, paraded up Market Street in San Francisco and rallied at the Civic Center for jobs and justice for workers.

Teamsters brothers and sisters comprised one of the largest contingents in the parade. Walking and riding, marching with bakery trucks and Clydesdale-pulled Anheuser-Busch beer wagons, UPS trucks and newspaper delivery vans, 18-wheelers, moving vans and every other mechanized tool used by members at their trades, Teamsters from throughout California helped deliver labor's messages to convention delegates.

Dubbed the United Labor Parade by Teamster, Longshoremen (ILWU), and AFL-CIO organizers, the parade achieved the goal of drawing the attention of convention delegates.

Colorful banners flew, Teamster posters were much in evidence, and Teamsters' bright shirts proclaimed who they were, urging delegates to "Buy American-Made," as they accompanied the chants and cries rising from the ranks marching through San Francisco's business and financial district. The walls of the banks and office buildings reverberated those chants, as if in agreement with the workers who would return to their jobs on Monday. Steel bands and bagpipe groups beat out a festive accompaniment to the marchers' walk to call attention to their cause.

Speaking for the Teamsters at the rally was IBT Vice President George Mock, who roused the crowd to cheers and applause with his attacks on big business and the vested interests. Mock affirmed the necessity for upholding labor's right to voice its views on issues that affect us, particularly deregulation, jobs issues and the like.

"We are not a special interest," the Teamsters leader emphasized. "We represent a 'common interest,' totally opposed to the special interests. The labor movement is an important voice against injustice. Our job is to keep working people from get-

ting a raw deal and doing what we can at the workplace and through legislation to obtain justice for all," he said.

"The labor movement plays a major role in improving the quality of life and in fostering social decency, all in the public interest."

Mock noted that labor union members and their families constitute a bloc at least 40 million strong in this country, and in addition, organized labor speaks on behalf of the needs and wants of the balance of the work force.

As the rally ended, the crowd was festive and the participants lingered and talked among themselves, gathering every bit of energy possible from this all too seldom demonstration of brotherhood and unity among rank and file union members.

Many expressed the hope that such principles as had been espoused by the marchers would become a part of the platforms of both parties and help bring about another 'new deal' for workers, this one representing freedom from anti-worker policies and programs.

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Teamsters Toast A Friend of Workers

n keeping with the wonderful labor spirit created earlier in the day, the Teamsters, also in conjunction with the Democratic Convention in San Francisco, honored a long-time friend of labor, Representative William L. Clay of Missouri.

Teamsters General President Jackie Presser and General Secretary-Treasurer Ray Schoessling were co-hosts of a dinner honoring Congressman Clay, currently chairman of the House Subcommittee on Labor-Management Relations, for his strong support of the American labor movement. The dinner was attended by more than 250, among them a prestigious group of Democratic Congressional representatives, including Maryland's Steny Hoyer, California's Barbara Boxer, Congressional Black Caucus members such as Louis Stokes of Ohio, along with Representatives Charles Rangel, New York; Charles Hayes, Illinois; Cardiss Collins, Illinois; and Robert Young, Missouri, along with a host of other delegates, alternates, and civic dignitaries.

Among those turning out to honor Clay from labor, in addition to our own Teamsters, were John Sweeney, president of the Service Employees International Union, Richard Trumka, president of the United Mine Workers, representatives of the International Typographical Union, BCTD President Robert Georgine; James Herman, president of the Longshoremen, along with guests from the Service Employees, Laborers, ALPA and ATA, among a host of others.

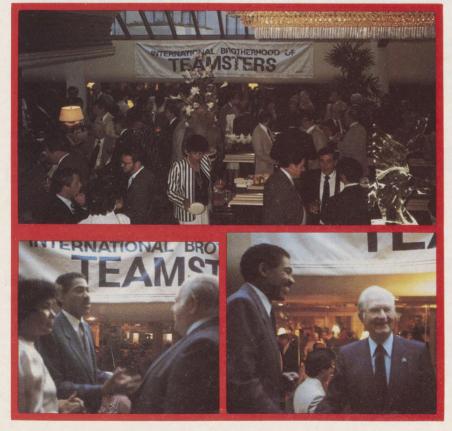
The tribute to Clay lauded his service as a former business representative for the St. Louis city employees union and as education director for Steamfitters Local No. 562, at which

tasks the congressman first displayed a deep personal commitment to the welfare of working men and women.

Clay continued his efforts in behalf of labor in Congress after his election to national office in 1968. There he has advanced the legislative interests of all American workers. He wrote and sponsored the Fair Employment Law and was largely responsible for winning federal minimum wage coverage for domestic workers. Battling to protect the Constitutional rights of government workers, Clay has fought to revise the Hatch Act to allow political activity for these workers. An influential spokesmen for blacks, Clay founded the powerful Congressional Black Caucus in 1971, and also has served on the executive board of the St. Louis chapter of the NAACP.

Representing St. Louis, the First District of Missouri, Congressman Clay has compiled a distinguished record of voting support for Teamsters positions. General President Presser and General Secretary-Treasurer Schoessling both lauded Clay's legislative accomplishments and his support of organized labor. "He has shown the courage to fight for what he believes in and he has displayed the vision to promote the interests of American workers. We in the Teamsters are proud to have Representative Clay as our friend in Congress," said Presser.

The dinner was touted as one of the best events of the Democratic Party convention. Honoring a true friend of labor gave the gathering special significance for Teamsters and reminded everyone attending of what can be achieved if we hold on to our dreams and work together to see them become reality.





Convention Hoopla Stirs IBT Delegates to S.F. Democratic Gathering

eadquarters for the International Brotherhood of Teamsters' delegation was the Marriott Fisherman's Wharf, where the Teamsters ran a hospitality suite for visiting delegates, but Teamsters were very much in evidence all around San Francisco, with General Secretary-Treasurer Ray Schoessling and Vice President Weldon Mathis at the Hyatt Union Square, IBT legislative and DRIVE people at the Quality Inn and a scattering of Teamster delegates at every other hotel with space available throughout the city.

Delegates were never bored since a constant array of events both on and off the convention floor livened up each day. Sessions began at 3 at the Muscone Convention Center, but before and after the day's activities, there was much to see and do, with the Teamsters among those hosting a hospitality suite for visiting delegates.

A Teamster paperweight memento went to everyone at the Clay dinner, as well as to all delegates coming by the hospitality suite.

Early in the week more than 2,000 invitations have been extended by the Teamsters to every Democratic member of the House and Senate, every Democratic governor, key committee staffers, including those from the Speaker's Office, the Majority Leader's Office, the Doorkeeper's Office and other ranking legislative offices. A special invitation was issued to the Maryland delegation to the convention, which was also using the Marriott for its convention headquarters. Teamsters were utilizing the new facility under a special interim labor agreement signed with four unions, among them the Teamsters, which is hoped to be the precursor of a more permanent pact between the new San Francisco hotel and labor.

Teamsters spent a lot of time lobbying for our positions in this forum.

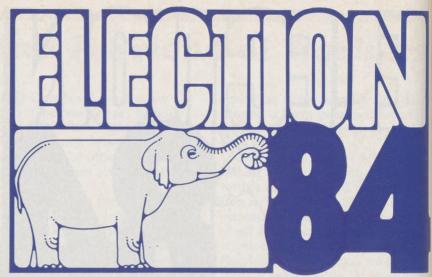
As a follow-through to our strong platform presentation to the Democrats delivered by General President Presser. Presser, General Secretary-Treasurer Ray Schoessling and many Teamster representatives also worked the convention floor, pressing the flesh and stating our case on issues of importance to us as delegates hammered out the Democratic Party platform, Teamster delegates among them. They were also there to hear rousing speeches from political leaders such as New York Governor Mario Cuomo and Presidential candidate Jesse Jackson and watch as the party got down to the business at hand of endorsing its two candidates for Fall-Walter Mondale and Geraldine Ferraro.

One measure of the newfound political acumen the Teamsters are credited with having these days was the invitation of General President Presser and General Secretary Treasurer Schoessling to attend a private reception given by House Speaker Thomas P. "Tip" O'Neill on the Sunday before the convention.

There is nothing like a political convention, with all its hoopla and pageantry, speeches and politicking, to get the adrenalin flowing for the political season ahead. And although Teamsters have always been a part of the process, never before in recent years have we been so actively involved in all the preparations that led up to the nominations for each candidate.

We plan to be very much in evidence at the Republican convention in mid-August and will then be taking the candidates' positions and policies before the Teamsters' General Executive Board which, guided by the views of our members, will make the decision they think best on any possible endorsement late in August.

RNC Labor Council Appearance Sets Out Teamsters' Stance on Issues



e will be heard! In keeping with that election year credo, Teamsters representatives in late June appeared before the Republican National Committee's Labor Advisory Council, of which IBT Vice President Jesse L. Carr is a member, to voice our views on the directions the Republican Party needs to take in the next four years if it is to prove itself truly responsive to workers' needs.

Speaking on behalf of IBT General President Jackie
Presser and the Teamsters before the influential committee, which reports its findings directly to the Republican Platform Committee, were IBT Director of Communications F.C. Duke Zeller and IBT Director of Research Mary Ann Keeffe.

Zeller, in stating the Teamsters' case, urged the Republicans, as they seek to develop labor policies to guide them through the coming election, to "reaffirm the party's commitment to full employment policies, to fair regulatory policies and to equitable labor policies," if it wants union members' support.

He cited the Supreme Court's Bildisco decision and its impact on collective bargaining, an increasingly hostile anti-labor en-

vironment in this country, and the Teamsters' experience with deregulation, as especially serious problems facing Teamsters, while noting our union's deep concern with questions such as the direction of our national economy, inflation, employment patterns and the like.

"The essential element of any vision for a fair society is the opportunity for all people to share in the rewards of employment and economic prosperity," the Teamsters said.

Although some economic indicators have improved under President Reagan's administration, Zeller reminded the council that "a new wave of economic challenges has shaken the foundations of our industrial strength. Automation, plant closings, imports, illegal immigration and the shift from an industrial to a service economy have combined to create a growing crisis for American workers," he said.

"We need a plan that offers remedies for today, and hope for tomorrow . . . Business, labor and government must work together to build a strong future for America."

Zeller urged also the adoption of a "labor policy which promotes the health and economic well-being of all workers," adding that the "Republican Party should reaffirm its commitment to encouraging the institution of collective bargaining and the right of workers to attain this goal through unionization."

"Support for workers' basic rights of union representation is eroding; limitations have been placed on workers' rights to strike and picket peacefully; public employees and agricultural workers still face barriers to organization; and union-busting efforts proliferate essentially unchecked in their activities by governmental supervision," Teamsters warned.

he increasing occurrence of bankruptcy proceedings as a tool by unscrupulous managers to unilaterally abrogate union contracts was cited as the latest of the threats to challenge labor-management relations.

"Without the protection of a just bankruptcy standard, which mandates attempts at negotiations before a labor contract can be rescinded, workers are left with no economic recourse but to strike the company. . . . Because it destroys the incentive to bargain, (the Supreme Court's) Bildisco

(standard) is ultimately a threat to the entire system of collective bargaining in America," Zeller warned.

The Teamsters also asked for equity on another serious issue, deregulation, and here they

spared no punches.

"Assessing the impact of economic deregulation on workers is an essential consideration in developing a slate of labor policies for the Republican Party, Teamster witnesses asserted.

"Because transportation deregulation was largely a product of legislative initiatives advanced by Democratic representatives, and administratively implemented by President Carter, we feel that it is important for your party to consider the results of this misguided economic experiment," Zeller said, in urging the Republicans to act to protect the interests of hundreds of thousands of workers in both the airline and motor carrier industries who've been affected.

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redatory pricing, devastating financial losses for carriers, extensive union concessions to help troubled carriers, a rash of layoffs and major bankruptcies"—these are problems that have caused 44,000 full-time airline employees to lose their jobs since December, 1979, and nearly 100,000 members to be thrown out of work in the freight industry, he added.

While proponents of deregulation argue that the recent recession was the sole cause of the problem of declining revenue that plagued the motor carrier and airline industries . . . any serious student of these industries cannot dismiss the fact that deregulatory policies of eased entry and pricing requirements have had important negative effects on transportation markets.

"What deregulators failed to anticipate was the prolonged duration and the painful intensity of restructuring traditional markets," Zeller noted.

"Deregulation has exacted a tremendous price in human terms from Teamsters members," he emphasized. "Transportation industries are nearing a crisis, but for our members in these industries, that crisis is already here."

Witnesses urged the council to "consider in human terms what economic dislocations and losses of pensions and health benefits have meant to unemployed Teamsters. . . . When union health and welfare benefits run out, private health insurance plans are too expensive. Loss of pensions, ineligibility to any longer receive unemployment compensation—these are facts of life that our unemployed members must face every day.

"It is time for the Republican Party to act in order to protect workers from the excesses of transportation deregulation," Teamsters' witnesses asserted.

The Teamsters suggested that to remedy such problems, the Republicans could work to enact provisions to protect workers from destructive competition resulting from deregulation; ensure priority hiring rights for workers laid off from deregulated industries; establish job banks, referral services and other employment assistance systems for workers unemployed via deregulation; enact safety standards to protect workers and ensure the public of sound transportation vehicles; remedy serious defects in our bankruptcy laws and legislate a just and equitable bankruptcy standard; and finally, recognize that transportation industries are in a state of chaos and forego any proposals that would further deregulate these industries.

"It is no time to be uncompromisingly ideological when workers' livelihoods and safety ar at stake. ... When policy disrupts the lives and employment of thousands of workers, steps must be taken to account for these changes and to protect workers from losing their jobs."

Speaking for the union, Zeller pledged that the International Brotherhood of Teamsters intends to work through the labor advisory council to help formulate fair labor policies which will promote the safety and economic well-being of all workers and to achieve the promise of opportunity for all Americans.

But, as with the Democrats earlier, we were there to make our point, not pledge allegiance to any one political party, and as our witnesses told the council, "had not yet endorsed a presidential candidate, feeling it important to first poll our membership and consider their preferences as to candidates and the issues."

Zeller and Keeffe were joined by four other labor leaders in addressing the policy panel during its three-day hearing, among them representatives of the Longshoremen's Association, International Union of Operating Engineers, the Retail, Wholesale, Department Store International Union, and the United Steel Workers.

t the conclusion of the three-day session, as the council prepared to submit its findings to the Republican Platform Committee, Council Chairman U.S. Representative Claudine Schneider summed up for the entire committee optimistically, when she said that "we have put ourselves on the line and accepted equally the accolades and criticism of the labor representatives who testified. We have a beginning—we have found common areas of agreement. Our task now is to work closely with labor representatives over the coming months-to continue building the bridges which we've begun this week."

Thus, it was on to the Republican Convention the week of August 20, where the Teamsters would again be in attendance, and like we did with the Democrats, mobilizing and motivating delegates to include planks that could help workers in their

platforms.



WALTER MONDALE (D)

GERALDINE FERRARO (D)

he Democratic Party's 28th presidential nominee has enjoyed a long and illustrious career in American politics. A political protege of the late Senator Hubert Humphrey, Mondale has never strayed from his identification with the liberal wing of the Democratic Party.

Born in 1928 in the small town of Ceylon, Minnesota, Walter Mondale did not wait long to become involved in politics. As a 20-year-old student at Macalester College in St. Paul, Mondale successfully organized his home congressional district for Hubert Humphrey's 1948 Senate campaign. After Humphrey's victory, Mondale left school and headed for Washington, D.C. and a job as executive secretary of the college branch of the Americans for Democratic Action, a liberal group founded by Humphrey.

Two years later he returned to Minnesota, this time to manage the campaign of another Humphrey protege, Orville Freeman, for state attorney general. Mondale's association with Freeman proved beneficial to him in 1960, when Freeman, by then Governor of the State, appointed the youthful University of Minnesota law school graduate state attorney general.

Mondale was reelected to that post the following November and enjoyed a successful four-year tenure as Minnesota's top law enforcement official. Then, in 1964, Mondale was again appointed, this time to Hubert Humphrey's Senate seat, which was vacated when Humphrey was elected to the Vice-Presidency.

Mondale's 12-year Senate record was a consistently liberal one. His yearly approval ratings from the Americans for Democratic Action never fell below 80%. Though never identified with one big issue or piece of legislation, Mondale was a reliable supporter of Lyndon Johnson's Great Society Programs.

Mondale's stance as a conventional northern liberal is what attracted Jimmy Carter to him in 1976 and that November he found himself Carter's Vice-President.

In his four years in the nation's No. 2 job, Mondale performed admirably as Carter's liaison to the Democratic Party establishment and organized labor. When the Carter-Mondale ticket was defeated for reelection in 1980, the Minnesotan immediately began laying the foundations for his own presidential campaign which, just last month, captured the Democratic Party's nomination.

alter Mondale's running mate is a three-term Congresswoman from Queens, New York and the first woman ever nominated for Vice-President in the history of the United States.

Born in Newburgh, New York in 1935, Geraldine Ferraro's po-

litical career began relatively late in life. After graduating from Marymount Manhattan College, Ferraro taught school while taking law courses at Fordham University. In 1960, she passed the New York State bar exam and soon launched her own law practice. After 13 years of private practice, Ferraro was named chief of the Special Victims Bureau in the New York District Attorney's office in 1974.

Ferraro credits her experience in the D.A.'s office for inspiring her to run for Congress in 1978. She proved a strong campaigner and her victory that year was considered an upset. Ferraro has held her seat against two challengers and, in 1982, received an overwhelming 73% of the vote.

Though she stands with the liberal wing of the Democratic Party, Ferraro is not a downthe-liner on ideology. For example, she has opposed school busing and supported tuition tax credits for private and parochial schools, issues that separated her from many of her Democratic House colleagues.

She serves on three Congressional Committees—Budget, Public Works and Transportation and the Select Committee on Aging. Though she has failed to sponsor any major pieces of legislation, Ferraro has been credited with solid work on behalf of her constituents and has been extremely active in national Democratic Party affairs.

RONALD REAGAN (R)

GEORGE BUSH (R)



he nation's 40th President has been a familiar figure in America's political landscape for two decades. President Reagan, who already had enjoyed a successful career in movies and as President of the Screen Actors Guild, began his political career in earnest in 1966 when he ran for Governor of California.

During his two terms as Governor, Reagan identified himself with a variety of conservative issues and principles. An outspoken supporter of America's fighting effort in Vietnam, Reagan launched a brief run for the Presidency in 1968 only to lose the Republican nomination to Richard Nixon. In 1976, he campaigned hard for the office, only to lose again, this time to incumbent President Gerald Ford in a very close nomination fight.

Reagan was a consistent opponent of former President Jimmy Carter's economic and foreign policies, and when Carter stood for reelection in 1980, Reagan again announced for President. This time he won the Republican nomination and, with George Bush as his running mate, inflicted a devastating defeat on the Carter-Mondale ticket.

The Reagan administration has been marked by calls for less domestic spending, a stronger defense, lower taxes and less government interference in business. Though, by his own admission, President Reagan has not accomplished

all he set out to do, his administration has tallied a number of impressive legislative victories.

His four-year record as President forms the platform on which Reagan stands for reelection in 1984.

ice President George Bush is no stranger to political campaigns. A candidate for President himself in 1980, Bush had previously run for the U.S. House of Representatives and the U.S. Senate and served as the first Republican Congressman from Houston, Texas.

A veteran of World War II, Bush was a successful businessman in Texas before turning his sights on politics.

Bush has a wealth of experience in nearly all branches of government. Besides his tenure in Congress, Bush had also previously served as U.S. Ambassador to the United Nations, chairman of the Republican National Committee, ambassador to the People's Republic of China, and director of the Central Intelligence Agency.

Should the Reagan-Bush ticket be reelected in November, Vice-President Bush would be viewed as the leading Republican contender for the Presidency in 1988.

REAGAN'S HEAD START

Incumbents or candidates of the incumbent's party almost always win when purchasing power is growing strongly.

Year	Incumbent Party Candidate	Purchasing Power Growth*	Candidate's Vote
1948	Truman	3.4%	52.4%
1952	Stevenson	1.1%	44.6%
1956	Eisenhower	2.6%	57.8%
1960	Nixon	0.0%	49.9%
1964	Johnson	5.6%	61.3%
1968	Humphrey	2.8%	49.6%
1972	Nixon	3.3%	61.8%
1976	Ford	3.3%	48.9%
1980	Carter	-0.6%	41.0%
1984	Reagan	5.6%**	?

* Growth in election year of "real" (after inflation) per capita disposable income. **Estimate.

Sources: "Political Control of the Economy" by Edward R. Tufte; Joint Economic Committee; Chase Econometrics

The election record shows that people generally vote their pocketbooks. In the 20 presidential elections since 1904, the party controlling the White House retained power 12 times and lost 8 times. Business trends seemingly played a big part in that result.

Of 17 election campaigns held when business activity was rising, the party holding the White House WON 12 elections, or 71%.

Of three elections held when business activity was falling, the party holding the White House LOST 3, or 100%.

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WHERE DO THEY STAND

ositions of the Candidates largely help determine the direction the helm makes it. For that reason, we reprint here the stated positions of President Reagan, the incumbent for the presidency, as well as those of his Democratic presidential opponent, Walter Monof a party, since the platform is no better than the person at dale, and his running mate, Geraldine Ferraro.

dential campaign, as will budget allocations for social issues, womapparent that arms control will be a major issue in the 1984 presiothers. We urge you to consider these positions along with other After the week-long Democratic convention, it became readily en's issues, equality for blacks and minorities and a number of factors as you study the candidates before the fall elections.

ISSUE

Deficit/Taxes

REAGAN/BUSH

President Reagan's fiscal 1985 budget projects a \$180.4 billion deficit, only marginally smaller than the projected deficit of \$183.7 in 1984. He did propose a three-year plan to save \$73.6 billion from tax increases, spending cuts and interest-cost Sudget calls for tax increases of \$7.8 billion in fiscal 1985, \$11.6 billion in fiscal 1986, and \$14.1 billion in fiscal 1987.

individual retirement accounts (IRAs) so that a homemaker and her husband could contribute up to \$4,000 to an IRA. The tax proposals also call for structural reforms, such as restrictions These include a new "women's initiative" that would expand the taxation of life insurance companies and restrictions on industrial development bonds.

Supports tuition tax credits, enterprise zone tax incentives and a higher education tax incentive.

MONDALE

Wants to reduce the federal deficit by half by 1989; scale back on defense; urge the Federal Reserve Bank "to accommodate long-term sustainable growth with civilized interest and an accommodative policy."

Favors Bradley-Gephardt tax plan; 10 percent surtax on incomes over \$100,000; 15 percent minimum corporate income tax; repeal or deferral of indexing; capping the third year of are rolled over into new, smaller businesses; making the 25 investment in smaller businesses or for gains that percent research and development tax cut permanent; expandthe Reagan tax cut; elimination of capital gains tax for longing the investment tax credit to include investments in worker training and education.

FERRARO

income tax rates. Yet also opposed a bipartisan package of tax increases in 1982, partly because it initially included the in social programs. This year she supported a black caucus budget proposal calling for a \$203 billion slash in military Voted against Reagan's three-year 25% cut in individual dividends. She voted against many of Reagan's spending cuts spending over three years coupled with a \$99 billion hike in the military cuts excessive, she supported the package because withholding of taxes on savings-account interest and stock social spending. Although she explained that she considered of her interest in restoring funds for programs helping the poor, the elderly and children.

Sponsored an amendment permitting wives to set aside the same amount in IRA accounts as their husbands.

Military

adjusted increase over fiscal 1984 spending and continues the The administration's request for \$305 billion in budget authority for military spending represents a 13 percent inflationdefense buildup begun by Reagan in 1981.

The budget also indicates a strong commitment to improving all three legs of the so-called nuclear "triad," including the production of the MX missile and another land-based missile. B-1 bombers and development of a successor; and production of a 12th Trident missile submarine, with development of a new, more accurate missile to go with it.

clear weapons; SALT II, the "walk-in-the-woods" arms control proposal that would drop U.S. and U.S.S.R. nuclear arsenals to lower levels, dismantle some Soviet SS-20 missile and defer deployment of Pershing IIs in Europe; nuclear risk reduction Favors annual summit; mutual and verifiable freeze on nucenters in Washington and Moscow; comprehensive test ban treaty; adherence to ABM treaty; tight control on weapons grade Favors about 4 percent (after inflation) growth in military nuclear material

concept of space-based defenses. Has spoken of the need for a

Supported a House resolution calling for a mutual, verifiable freeze on the production and deployment of nuclear weapons; opposed funding for the MX missile, the new B-1B bomber. production of nerve gas and President Reagan's Star Wars strong defense and backed funding of the Trident nuclear submarine, the Pershing II nuclear missile and draft registra-

> budget; single-warhead, mobile intercontinental ballistic mis sile, Stealth bomber, Trident submarines.

Opposes MX missile, space warfare, B-1 bomber, chemical

support for Israel, including moving U.S. Embassy from Tel Aviv to Jerusalem; direct use of U.S. military forces, including troops, to prevent a blockade of shipments of oil through the Persian Gulf. Favors complete military withdrawal from Lebanon; strong said he will propose legislation to combat terrorism and urged

On foreign policy, in his State of the Union Address, Reagan adoption of the Kissinger commission's recommendation for

Foreign Affairs

The President is on active proponent of a strong national more aid to Central America. And on Lebanon, he claimed that are making progress" helping that country break its "cycle

Fervors linking cid to El Schvador to lend reform, progress in month of the school of

the transfer of AWACS planes and Singer anticircutive wagnons to Saudi Arabia. She was against the deployment of U.S. Marines in Lebramon. Shappy opposes the Chaquided operations of control forces against the several of National Control forces against the several of National Control forces against the several of National Control forces against the several control

Strongly supported Israel's role in the Middle East, opposing

	hes, position papers.	Reagam's positions based on 1984 Budget, State of the Union Address. Mondale's positions from Congressional Quarterly, March 31, 1984 issue. Based on news reports, speeches, position papers.	Reagan's positions based on Mondale's positons from Con
Parted company with Democratic leaders and opposed the use of mandatory busing to provide a better racial balance in public schools. Supported Reagan's proposal to provide tax racials for parents who send their children to private, including parochial, schools.	Favors an \$11 billion education program to provide more money for improving schools and helping the disadvantaged. Opposes tuition tax credits.	While keeping the agency's overall budget at slightly higher than fiscal 1984 levels, the administration requested an additional \$250 million for the education block grant to states. The administration also proposed cuts in and elimination of a number of smaller education programs. Also included in the budget is a proposal recycled from last year to revamp aid to college students so as to emphasize "self help."	Education
STORY STATE	Favors cutting amound sulfur dioxide emissions by 50 percent (about 12 million tons) and encouraging technological advances to lower cost of cleanup; using toxic waste Superfund "as intended."	The Environmental Protection Agency's fiscal 1985 budget was \$4.2 billion, up from \$3.9 billion appropriated for fiscal 1984. The budget proposes to increase greatly spending for research into the subject of acid rain. Reagan has also requested \$157.5 million for federal acquisition of park and recreation lands in the Department of Interior.	Environment
NATIONAL PROPERTY OF THE PROPE	Favors offering federal medical spending guidelines, leaving specific health cost containment measures to states.	Has asked for a one-year freeze on physician fees, and increases in the premiums that Medicare beneficiaries pay. For Medicaid the budget proposed new, mandatory costsharing so that beneficiaries would pay nominal fees for hospitalization. The budget declared biomedical research a top priority and requests funding increases in fiscal 1985 for the National Institutes of Health.	Health
Supports free choice for women on abortion, and has voted for federal funds to provide abortions in cases of rape, incest and endangement of the mother's life. Championed the Equal Rights Amendment. Sponsored legislation that would belp women in private pension plans by lowering the age at which a woman becomes vesited, and a measure to tipve better pension rights to women who become widows or divorces at younger ages than now provided for by law. Worked for a bill to cut off federal funding of child-protection programs in states failing to require adequate medical care for severely handicapped children.	Forors Equal Rights Amendment; freedom of choice on abortion; pay equity for women. Opposes school prayer amendment.	The administration has asked Congress to reform Aid to Families with Dependent Children. The plan includes a "workforce" proposal to require states to set up mandatory work programs for welfare recipients. The budget included proposals to strengthen child-support enforcement. After failing to cut energy assistance to low-income people for the last two years, the administration proposed budget authority for the program at its fiscal 1994 level of \$1.87 billion. It would pay for the part of the program from a new source; revenues collected in settlements of lawsuits against oil companies for overcharging. Supports school prayer amendment. Believes unborn children must be protected by law.	Social Policy
fortal bilganes to accompany to the first of	Favors federal support for math and science education programs; domestic content; infrastructure repair programs that would also create jobs; expanding the investment tax credit to include investment in training and education; elimination of capital gains tax for investments in small businesses. Opposes right-to-work legislation.	The Department of Labor's budget would retain employment and training programs at about their fiscal 1984 level. This would include \$8.6 billion for the Job Training Partnership Act, the principal federal training program. The administration resubmitted two job-related proposals that went nowhere in Congress last year; a youth subminimum wage of \$8.50 m hour for summer months; and elimination of the work incentive program known as WIN to help welfare recipients get jobs. The budget also contained a request to extend the Targeted Jobs Tax Credit program, which gives employers tax credits for part of the wages paid if they hire disadvantaged workers. The program expires Dec. 31, 1984. The administration has asked that state and federal employment insurance be extended to rail employees.	Employment
Supports the protectionist "domestic content" bill requiring that all autos sold in the U.S. be produced with a certain amount of American-made parts and U.S. labor. Voted for the defactal subsidies that helped alling Chrysler Corp. avoid bankruptcy.	Favors eased controls on exports to allies; a "more balanced fiscal monetary policy so that our dollar bears a much closer competitive relationship to their currentses, i increased Exportenting Bank and Commodity Credit Corp. funding to raise U.S. exports; domestic content; regular grain sales to Soviet Union; policies in response to subsidies provided firms by foreign governments.	Believes job retraining is the way to help workers displaced by foreign competition. Believes that to foster more rapid economic growth, government policy should strengthen the natural forces of the private economy by reducing the burdens and disincentives imposed by existing government laws, in order to increase the rate of capital formation, fostering growth directly and permitting a more rapid introduction of new technologies.	Trade
Marines in Lebanon. Sharply opposes the CIA-guided operations of contra forces against the government of Nicaragua. Voted against the Administrations request for \$22 million in the Soviet Union.	troops, to prevent a blockade of shipments of oil through the Persian Cult. Fraction Cult. F	"we are vocation interact. And on telebriton, he clumed that "we are macking progress" helping that country break its "cycle of despon". The President is an active proponent of a rerorg national initials. The President is an active proponent of a rerorg national ferrorism.	300

WHO WINS IS UP TO YOU!

Races

435 House Seats

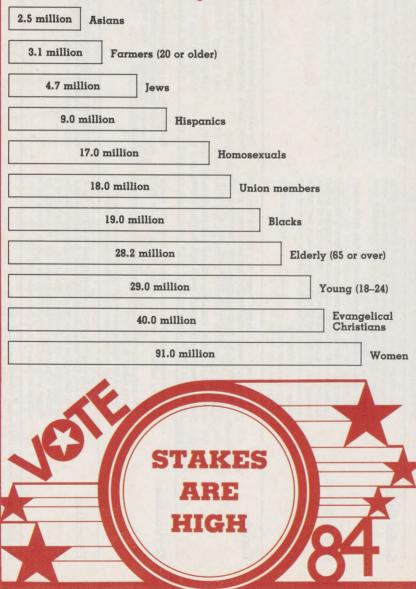
33 Senate Seats (19 Rep. Held, 14 Dem. Held)

13 Governors (7 Rep. Held, 6 Dem. Held) 85 legislative bodies in 44 states, involving 5,960 seats

Current lineup—
Controlled by Democrats:
33 legislatures
Controlled by Republicans:
12 legislatures
Split control:
5 legislatures

Voting Blocs Candidates Will Try To Woo

Persons Age 18 or Older



The Chann

he International Brother-hood of Teamsters, ever alert to work force changes that could affect our members, recently completed a brief analysis of where working America stands today, in terms of who has the jobs and how the work force is changing. Teamsters believe if we are to remain the nation's top organizers, as we are today, we must keep abreast of all trends affecting members.

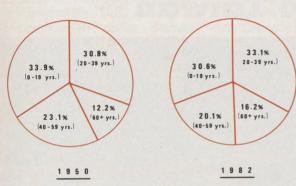
The survey showed some interesting trends, among them the fact that nearly half of today's workers are female, a growing percentage of the work force is Hispanic, and all workers are facing tremendous competitive pressures posed by a rising influx of illegal aliens.

Complicating the situation is the steady change in the work world to the white collar and service-oriented industries where the challenges will be tougher.

Unions will be challenged more than ever to do their best, since the trends also show a steadily declining percentage of unionized workers.

The Teamsters believe that if we are to meet the challenges of a changing work force, we will have to do more. There will always be a need for collective representation of workers as they bargain with employers for wages and working conditions, but to meet the rising demands of workers, unions will have to modernize, become more effective in changing governmental policy, and communicating. The Teamsters are doing that and are seeking to improve the quality of members' work lives. Workers are proud to be Teamsters because we're the union that keeps going the extra mile for them!

ming Face of Working America



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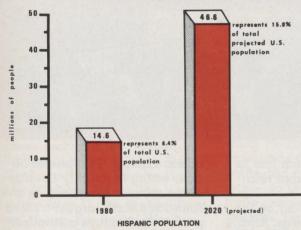
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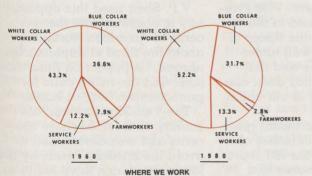
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OUR NATION'S AGE

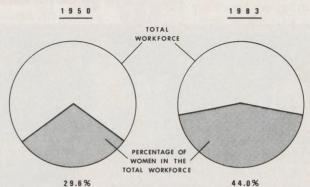
We have long recognized that a greater part of our people are over 60 years of age. During the past 32 years the population in the so-called child-bearing years (20–39) has also grown as a segment of our citizenry. Does this mean that there will be a new baby boom just after we have gone through a process of closing schools? Does this also suggest a future economic growth surge in housing and consumer products?



Here is the fastest growing ethnic group in America today. This growth is based upon both immigration and a youthful Hispanic population that naturally brings growth through higher birth rates. Can our nation respond creatively to the tensions produced by competition for jobs, housing and a fair share of our nation's economic regards? Can America, as in past years, value the cultural enrichment that comes from new people to our shores?

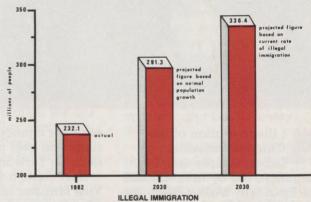


There are really no surprises here with the growth in the white collar jobs ... the high-tech and information service revolution. But do note the farm population down to less than 3%. Yet, they are producing more food than ever and the government pays them to produce less and even to bury some farm products. Can we ever have a farm policy and trade policy that allows us to sell this wealth in the world marketplace?

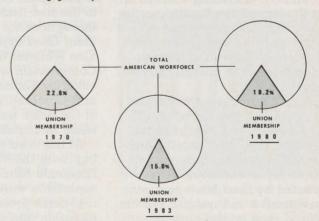


WOMEN IN THE WORK FORCE

Women represent nearly 45% of all people in the work force of America. For the first time, over 50% of all women age 16 and older are employed. And perhaps of even more significance is the fact that 20% of the women in the work force are heads of households... they are the primary wage earner for their families. This number is approaching 10% of the total work force. The social implications are vast, including the need for both unions and employers to deal with issues of child care and flexible work hours.



Based upon current estimates, numbers that are probably low, our nation's total population will grow far in excess of normal growth if the wave of illegal immigrants is allowed to continue. Where do we draw the line between our history of being the land of opportunity for those who come to our shores and the economic reality of limited job opportunities in a



V.P. Shea Leads IBT Delegation to Taiwan



t the invitation of the Chinese Federation of Labor, a three-member delegation, led by International Vice President Walter Shea, visited the Republic of China on Taiwan during the week of June 24-30. The goodwill trip was counted a smashing success on both sides of the Pacific, as the Teamster delegation met with a score of labor and government leaders of Taiwan to discuss many issues of mutual interest and concern.

V.P. Shea was accompanied by Paul Locigno, Director, IBT Department of Governmental Affairs, and Tim O'Neill, Director, IBT Speakers Bureau. Our three representatives were treated by their hosts to a comprehensive and informative itinerary. First on their agenda was a meeting with the Vice Minister of the Interior, the government agency which has jurisdiction over all labor relations on Taiwan.

Next came a briefing by the Vice Minister of Foreign Affairs who discussed sensitive international issues with the delegation and shared Taiwan's view of the threat Communism poses to the free trade movement throughout the world. Vice President Shea explained to the Vice Minister that the threat of Communism was well understood by Teamsters and that anti-Communism has been one of the basic tenets of our union since its founding.

At the third government meeting, with the Vice Minister of Economic Affairs, the IBT representatives were treated to a first-class presentation of the planning and growth of Taiwan's economy, which has been termed a "miracle" by eco-

nomic experts. This island nation, which is roughly the size of the state of Maryland, is now America's sixth largest trading partner and enjoys a standard of living well above most developing nations. Their per capita income of \$2,000 is ten times that of their neighbors in Communist China.

V.P. Shea used this opportunity to communicate the concerns of American workers about the flood of imports from abroad, its impact on American jobs, and the rising calls for protectionism here at home.

The Vice Minister said his country understood these concerns and was determined to avoid the mistakes made by the Japanese, which have led to so much bad feeling between Japan and the U.S. He drew two impressive distinctions between Taiwan and Japan in this mat-

ter. First, unlike Japan, which enjoys life under the umbrella of American military forces in the Pacific, Taiwan is solely responsible for its own defense against Communist aggression. In fact, Taiwan spends nearly twice what the U.S. does of its per capita GNP on its defense budget. Much of American resentment toward Japan, he felt, was directed at the miniscule amount Japan spends to defend itself. This will never be the case with Taiwan, he declared.

The second distinction the Vice Minister drew was that, unlike the Japanese, the R.O.C. has anticipated the economic and political problems of its growing trade surplus with the U.S. and has instituted a "Buy American" program of its own. In fact, while our delegation was in Taiwan, a Chinese "Buy American" trade mission, the third of its kind, was on its way to the U.S., authorized to purchase up to \$6 million of goods.

The cycle of government meetings over, the delegation got down to the nuts and bolts of its program with a series of meetings with the leaders of various Chinese trade unions. These included the Industrial Workers' Union of China Steel Corporation, the Taiwan Highway Workers' Union (the largest on the island), the Textile Workers' Union, the Postal Workers' Union, the Petroleum Workers' Union, the Chemical and Energy Workers, and the Taiwan Drivers Craft Unions (the Chinese equivalent of Teamster truckers).

Our delegation was tremendously impressed by the similarity of problems and objectives between our two trade union movements. The union leaders of Taiwan demonstrated the same depth of commitment and good faith that has built and preserved the American labor movement.

Unlike the U.S., Taiwan has no independent unions—all belong to the Chinese Federation of Labor. The main reason for this is that the CFL, unlike the

AFL-CIO, has not lost touch with the concerns of its constituent unions and their members.

As the formal host of the goodwill tour, the CFL made every attempt to provide our representatives with the widest range of information possible on the labor movement in Taiwan. They set up tours of the shipbuilding and steel plants of Kaohsiung, the industrial center of Taiwan, the small but growing Yue Loong automobile plant, the mining sites in Hualien, and the Employment and Vocational Training Center in Taipei. The CFL also arranged for our delegation to meet in Taiwan with other Asian trade union leaders including the President of the Korean Federation of Labor, the General Secretary of Singapore's Petroleum Workers Union and the President of Japan's National Forest Workers Union.

The Chinese were genuinely pleased to host the Teamsters and expressed the hope that the relationship which was opened by this trip would be developed and strengthened in the future. For the Teamsters' part, perhaps V.P. Shea put it best when he said, "though we are thousands of miles away, our goals and objectives are very close—to promote a strong free trade movement, to protect workers' rights and jobs, to fight against oppression and to uphold democracy and social iustice."

The Taiwan trip was another illustration of General President Presser's commitment to getting the IBT more involved with the free trade union movement worldwide. Recognizing that many of the challenges to the labor movement originate beyond our borders, President Presser has signalled his intention to expand the influence of the Teamsters Union into the international arena. As the largest trade union in the free world, we have the resources and the clout to shape the direction that free trade unionism will take in the future.

Pa. Stewards Hear from Pres. Presser

hen you're at the helm of a giant union like the Teamsters, it's not always easy to break away from the rigors of office, but Teamsters General President Jackie Presser recently did just that, and accompanied by assistant Joseph Cotter, visited Teamsters Local 676 of Collingswood, N.J., so he could meet the members and share their concerns at the local's 17th annual Shop Stewards Club dinner dance.

General President Presser, as the evening's main speaker, impressed stewards and their wives with a hard-hitting speech, in which he stressed the need for Americans to avoid imports and buy Americanmade products in order to keep Americans working.

Teamsters Joint Council 53
President John Morris was another hit speaker that evening, addressing economic issues, especially as they affect the Pennsylvania and South Jersey areas.

U.S. Congressman James Florio stressed the importance of political action in an election year, discussing with the stewards the types of legislation being considered on Capitol Hill.



Above, Local 676 President John P. Greeley and his wife welcome General President Presser, Rep. Florio and J.C. 53 President John Morris to the stewards' gathering.

Teamsters' ITU Visit Emphasizes Our Mutual Interests, Reasons to Merge

fficers and staffers of the International Brotherhood of Teamsters recently had the opportunity to tour International Typographical Union headquarters in Colorado Springs, Colorado, at the invitation of ITU officers, learning much about ITU's proud heritage, its current efforts on behalf of members, and its goals and aspirations for the future.

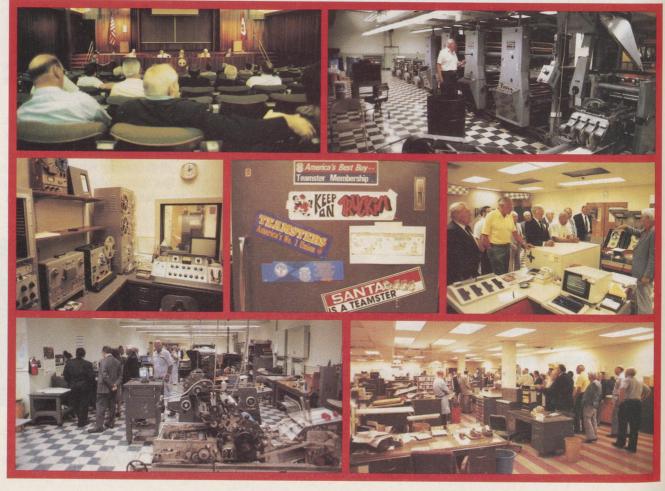
Making the visit to ITU headquarters were a number of IBT International Vice Presidents, among them George Mock, Louis Peick, Walter Shea, Wiliam McCarthy, John Cleveland, Arnie Weinmeister and Maurice R. Schurr, along with International Trustees Theodore Cozza and Jack Cox, and numerous International Union division heads and department directors.

Prior to their tour of headquarters, IBT officers saw an excellent film prepared inhouse by ITU staffers and got an overview of ITU operations from ITU President Joseph Bingel, ITU Secretary-Treasurer Tom Kopeck, and ITU Vice Presidents Alan Heritage, Robert Wartinger and Ray Brown.

They explained how the functions of ITU headquarters have changed over the years, as it

went from serving as an extensive training facility for members to a more administrative operation. That changeover began as extensive automation swept the industry in the late sixties and early seventies and employers began training their own employees on sophisticated new equipment such as CRT's to accomplish their typesetting and other composing room operations. Today, ITU no longer provides training, but does retain the equipment of its crafts, using it to produce its own in-house literature.

Teamsters General President Jackie Presser and Secretary-





Treasurer Ray Schoessling had previously visited the ITU operations, as merger talks officially began late last year, and had been so impressed that they had urged other officers to take a tour while at the General Executive Board meeting.

The Teamsters received an in-depth, top-to-bottom tour of the modern facilities of the nation's oldest labor union. They also visited the ITU Union Printers Home, just down the street, which provides for more than 140 ITU retirees at the current time, surveyed the union's extensive Colorado site and learned about the services provided by the ITU Pension Fund, which is housed in separate quarters next to ITU headquarters.

Teamsters were much impressed with what they saw. ITU's headquarters boasts a modern auditorium, state-ofthe-art audio-visual equipment to produce in-house films, videos and slide shows, and computerized accounting and mailing facilities, along with a complete in-house printing plant, capable of producing tabloid newspapers, leaflets, flyers and brochures.

The tour convinced the Teamsters leaders that a merger between the Teamsters and the ITU could be good for ALL our members. ITU members would regain strength for their bargaining and organizing efforts, and hopefully, could restore their diminishing ranks to a position of dominance in the

largely unorganized newspaper and magazine publishing industry. The Teamsters would benefit, too, gaining an opportunity to bring the unorganized in this craft much-needed representation, as well as the possible opportunity to utilize the Colorado complex as a training center for workers again.

Merger plans are, of course, on hold, pending the outcome of a challenged and re-run ITU internal election, the results of which were expected to be announced by July 31. Following the Labor Department-overseen election ballot count, the Teamsters plan to go ahead fullsteam, redoubling their efforts to bring ITU members into the Teamsters' family.

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e don't have a lot of heroes in this country anymore, but in the eyes of their brothers and sisters, a number of Teamsters are, indeed, heroes for actions they've taken to aid their fellow citizens.

While International Teamster can't acclaim every kind or courageous act, sometimes it's nice to pause and realize that people of purpose, of compassion and of commitment do still ex-

ist— and are among our own

movement.

ake, for example, the case of Teamsters William Gfoehrer and Gustavo Blanco, both Local 478 members and machine mechanics employed by Pepsi-Cola Food Service of Hasbrouck Heights, N.J., who recently saved the lives of a woman and child through their willingness to get involved.

The two were passing by a Newark building recently when they saw smoke and flames coming out of the building.

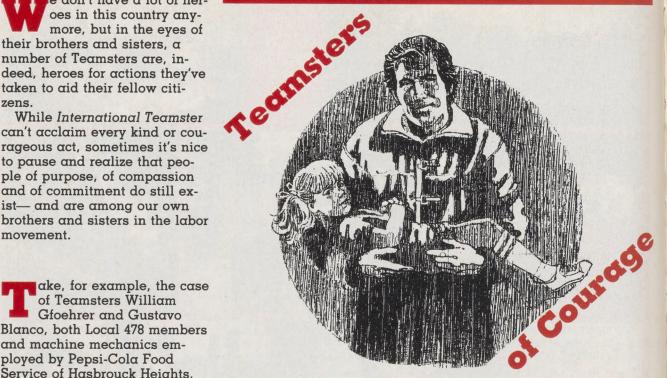
The two-story structure appeared to be abandoned, so the men decided to alert the people in the adjacent building of the danger.

Said Gfoehrer, "A tenant told us that some people did live in that building, and it was then that I heard a woman screaming 'Help, help, help, please

God, help.

The duo then saw a woman standing in a second floor window; she had a three-year-old girl with her. He and Blanco convinced her to drop the baby, which she did, and then jump herself, with the men catching both of them.

For their bravery and heroism, the New Jersey residents were awarded Citizens Awards of Appreciation by Newark Fire Director John P. Caufield and were also commended in letters by both President Reagan and New Jersey Governor Thomas H. Kean.



eamster Kevin M. Cicak, a member and trustee of Local 430 in York, Pa., is another who didn't hesitate to get involved.

Brother Cicak was driving home from work on Pennsylvania Interstate 83 early in May when he saw a group of people looking over the side of a bridge crossing the Conewago Creek.

Curious, Cicak pulled his car to the side of the road, thinking there had been a traffic accident and a car had fallen into the creek. It turned out to be a

suicide attempt.

Cicak quickly climbed down the 90-foot embankment, rescued the victim and revived him, saving his life. The victim, a 62-year-old white male was taken to a nearby hospital, where he survived after sustaining serious injuries, although at the time Cicak waded into the creek, he was facedown in the water about 10 feet from the creek's bank, had stopped breathing and had no pulse.

Cicak began administering cardio-pulmonary resuscitation, which he had learned a year

and a half before at his wife's insistence. It was the first time he ever had to use the life-saving technique. "I was worried that I couldn't remember how to do it. It's amazing. It was just automatic," he says now.

The elderly man's heart started beating about a minute after Cicak began administering CPR. About three minutes later, the man started breathing on his own. Nearby emergency rescue personnel and state police were on the scene within 15 minutes, carried the victim to the top of the ravine and transported him in a state police helicopter to the hospital.

Brother Cicak says of the whole incident, "It was no big deal. I did what anyone else would have done in that situa-

tion."

We in the Teamsters beg to differ. According to police reports, the elderly man, intent on killing himself, parked his car at about 10:45 a.m. on the interstate near the bridge, walked halfway across the bridge before climbing over the cement barrier, and jumped, falling about 90 feet into five feet of water.

By the time a crowd had gathered on the bridge, he was floating face-down in the middle of the creek. When Brother Cicak, on his way home from Preston Trucking in York, saw the crowd and stopped, he noticed the man in the creek, and asked another bystander whether anyone was going to climb down the gorge. No one else responded! Yet Brother Cicak met the challenge, running down the steep embankment. didn't stop to think about it," he said. "I thought somebody ought to go down there and I went."

And Brother Cicak continued to stay involved, visiting the victim, communicating with his wife, and offering him emotional support in his recovery. That's some unusual guy, although not so unusual for a Teamster!

ot tired of heroes yet?
Consider then the heroic exploits of Robert L. Crapanzano, Jr., son of Teamsters Local 27 President Robert L. Crapanzano.

Robert, 17, was on a vacation with his parents and two sisters and staying at the Loews Bermuda Beach Hotel when, on Sunday, May 20, he was startled from his suntanning by the pool after spotting smoke and flames pouring from the top floors of the hotel.

One of the first to detect the fire, and without any thought for himself, he ran up eight flights of stairs to rescue his sisters, 15 and 19, who were alone in their room, and lead them to safety.

"He got them out, and led them down the stairs and out by the pool," said Robert's dad. When the unsuspecting parents, who were on a shopping trip to a nearby town, finally learned of the fire, they faced their own nightmare, trying to get back to their children, only to find streets blocked and no one willing to assist them. Finally the frantic parents located

a taxi driver, who not only got them back to the hotel, where a tearful reunion occurred, but refused to take any money for his charitable efforts. For the Crapanzanos, thanks to Robert, there was a happy ending. This is one teenager who was raised with the right values by his Teamster parents!

hile not a hero in the traditional sense, Teamsters Local 7 member
Denny Olson is doing his own part for society day-by-day.

Denny, employed by Kendall Industrial Supplies of Kalamazoo, Michigan, and the son and brother of Teamsters as well, has long been active in his community, as a member of the 4-H, Future Farmers of America, Boy Scouts, MDA, March of Dimes and other organizations.

Today, though, Denny serves as the Kalamazoo Chapter
Leader of the Guardian Angels, a citizens safety patrol that got its start in New York City. The group, sworn to help where help is needed to ensure safety, came to Kalamazoo several years ago and has already established chapters in Benton Harbor, Kalamazoo, Battle Creek and Grand Rapids, with future plans to bring units to Flint, Lansing and Muskegon.

As a leader, Denny supervises more than 38 members, with about 50 new recruits just coming on board. Guardian Angels stress that they are not vigilantes, but are trained in self-defense, basic first-aid, CPR and legal training, so that they can fulfill to their best their function of serving as a visual deterrent to crime.

Angels do attempt to intervene in crime situations to protect victims and their property and make a citizen's arrest on the attacker. "We are people who care about our neighborhoods, city, state and country. We are people willing to stand up and be counted and fight for what's good and right in America," says Olson's assistant Ka-

lamazoo chapter leader, Cathy Beal, who adds, "we volunteer our time because we care."

inally, there's Teamsters
Local 331 member James
Atkerson, another of our
members who saw something
that needed to be done and did
it without concern for his own
safety.

Brother Atkerson was en route, driving his loaded Complete Auto Transit truck a few weeks back when he observed a head-on collision, saw one of the vehicles involved crash back against a guardrail and burst into flames, and helped pull a burning man from the flames of his wrecked vehicle.

Brother Atkerson, seeing the flames coming from the car, pulled his loaded vehicle transport truck around a line of traffic on the congested highway and directly to the wreck scene.

Aided by two charter bus drivers who also stopped, Brother Atkerson was successful in getting the severely injured driver out of his car before it was completely consumed with flames.

There's no doubt in anyone's mind that Mr. Grant (driver of the vehicle) would've burned to death if Atkerson, Franklin and Newkirk had not acted as quickly as they did. Also it's interesting to know that Mr. Atkerson, just about a month ago, was honored by the state police in Missouri, for his important part in helping with a serious drunk driver case. He's the right kind of driver to have on the road," said the investigating officer, Owen County, Indiana Deputy Sheriff Steve Cradick.

We in the Teamsters are proud of Brother Atkerson, too, as well as all the Teamster heroes presented here, and the hundreds of thousands of unsung heroes we have out there, who lend their efforts to safer highways and better lives for all of us every day.

Local 111 Proves Successful In David & Goliath Battle Against MCI

96-day strike by Communications Trade Division affiliate Teamsters Local lll of New York City against MCI-WUI ended on a successful note July 6, when the membership overwhelmingly approved a new three-year contract.

Teamsters General President Jackie Presser, in a TITAN message to all affiliates announcing the settlement, noted that "the solidarity and support demonstrated throughout the International made the difference in bringing this strike to a successful conclusion."

Daniel Kane, president of Local 111 and of the Teamsters Communications Trade Division, declared: "MCI will not again underestimate the fighting spirit and unity of the members of Local 111, backed by the entire Teamsters Union, with assistance from other U.S. and foreign unions."

The contract settlement provided an 11% wage increase. The strikers also saved their pension plan, which MCI had attempted to gut.

The strike's success offered some important lessons for the entire Teamsters membership, as well as all U.S. union members.

Faced with the purchase of Western Union International by the non-union long distance telephone company, MCI, just eighteen months before the contract expiration date of April 1, 1984, the Teamsters quickly realized the potential for a strike after MCI promptly began attacking Local 111 with layoffs, dispersal of membership, harassment, etc. The message was



Local 111 members staged a "David" versus "Goliath" skit at a May 2 United Labor Rally in New York City in which leaders and members from the IBT, AFL-CIO, and United Electrical Workers participated. Following the rally, more than 35 unions joined ranks to form a solidarity committee, whose first project was to support the Local 111 strike. (Photo by John Cole.)

clear: When the contract expires, watch out!

The Communications Trade Division and Local 111, more than a year before the contract expired, together began mapping out a strategy. It was twofold: first, to prepare the entire leadership and membership for a lengthy strike; second, to build cooperative relations with other unions and alert them to the likelihood of a Local 111 strike against MCI-WUI. That planning is credited with helping "David" wage its successful strike against the MCI "Goliath" corporation.

The 400-member WUI bargaining unit agreed that active participation of the membership in preparation for and during the strike was essential to winning. Therefore, the local established minimum strike duties for each member of four hours



Local 111 President Daniel Kane (third from right) and Post Office Employees Union of Britain Research Director Roger Darlington join ranks in solidarity at a picket line demonstration at WUI headquarters in New York City during the strike. (Photo, London Daily Mail.)

per day, five days a week.
Strike duties varied, but included picketing, telephoning, speaking before other unions, collecting, preparing and distributing food for strikers and their families, extensive leafletting of the public, and more.

A "Truth Team" of five traveled to Charleston, West Virginia from New York City to launch a national consumer boycott of MCI's long distance telephone service. In line with union policy, they approached every union in Charleston and asked for their support. No union turned them down! The United Mine Workers, the AFL-CIO, the Communications Workers, the Auto Workers, the Machinists, the Hospital Workers (Local 1199), the Plumbers, the Musicians, the Carpenters, and, of course, our own Teamsters, all agreed to help, attending and speaking at the "Truth Team's" rally, in what turned out to be a turning point in the local's battle.

Teamsters came through in a big way for Local 111. In addition to General President Presser's call to arms among affiliates, International Teamster publicity, strike benefits, legal advice and IBT help in printing thousands of leaflets, the Eastern Conference and New York Joint Council 16, under Vice President Joseph Trerotola's leadership, also pitched in, encouraging locals to lend assistance and printing thousands of leaflets.

Teamsters were always there, as evidenced by strong support from the Public Employees Division and its director, Barry Feinstein, and that of a sister New York local, Local 808 of Woodside, New York, which provided consistent and generous donations of food to the strikers and their families.

Tremendous assistance also came from many other IBT locals and joint councils. Publicity in Teamster newspapers, distribution of strike leaflets to stewards, contributions of money, collections of food for strikers, picket line support, donations of office space for strikers' outreach and social service activities, cancellations of MCI services, participation in strike rallies and support meetings were other ways in which the Teamsters lent their assistance

The striking local also won invaluable support from other unions both in this country and abroad, including the Communications Workers of America, the International Longshoremen's Association, the United Electical Workers and a host of others. Support from the San Francisco Building and Construction Trades Council, AFL-CIO, under the leadership of Secretary-Treasurer Stan Smith,

in collaboration with San Francisco Teamsters Joint Council 7 President Chuck Mack, for example, provided the necessary clout to have MCI-WUI banned from providing telex service at the Democratic National Convention there.

Effective strike assistance also was obtained from foreign unions, including the International Federation of Journalists, the Australian Telecommunications Employees Association, which moved to ban MCI from providing phone service to the potentially lucrative Australian telephone market, and a host of others. The success proved that with multinational companies, international support can be a decisive factor.

Solidarity carried the day for Local 111. The IBT Communications Trade Division now hopes to translate that strength into organizing the unorganized throughout the communications industry.

Airline Division Wins Gains At Aeromexico, Bucking Trend

eamsters won major gains in a new contract covering Aeromexico technicians in the United States recently—even though other unions in the troubled airline industry have had to settle for inferior contracts and givebacks.

That was the word from William F. Genoese, director of the IBT Airline Division, who reports that a new three-year Aeromexico contract calls for a 5% across-the-board pay increase retroactive to June 1, 1984. Technicians were slated to receive another 5% increase December 1, a third 5% boost on June 1, 1985, and a fourth 5% increase, as of December 1, 1985. The gains total a whopping 21.55% on a compounded basis.

License pay was increased to 20 cents an hour per license—

up to a maximum of two licenses, with improved meal allowances, and boosts in shift differentials for afternoon, night and irregular shifts.

Genoese said the contract was put together after long, drawn-out negotiations, during which Brian Dottin, chief steward for the Aeromexico system, did an outstanding job.

The contract was formally signed on July 3, 1984 at the International Arrivals Building at JFK Airport in New York City. The company was represented by Sigfrido Paz Paredes, Director General (equivalent to President) of Aeromexico; Carlos Gutierrez, Assistant to the Director General, and Laurence Feingold, Aeromexico's U.S.A. Industrial Relations Counsel. The Teamsters were represented by Genoese and Dottin.

The contract definitely repre-

sents a victory for the Teamsters, since the entire airline industry has suffered severe economic problems in the wake of deregulation, complicated by cutthroat competition and the entry of many new companies into the industry.

While the Teamsters were sustaining the provisions of the old Aeromexico contract and hammering out big gains, the International Association of Machinists (IAM) was signing a new three-year contract with United Airlines providing total pay increases of only 12.5% over the life of the contract. The United agreement also provides for a two-tier wage system, under which new hires are paid from 28% to 54% less than existing employees.

Now, wouldn't you really rather be an airline Teamster?

DRIVE Rolls On As Members Get the Word

rousing discussion of recent anti-labor developments around the country was all it took to get the members of New York's activist Building Materials Teamsters Local 282 worked up to a fever pitch and ready to dig deep for DRIVE.

That wasn't hard for IBT
DRIVE Director Wallace Clements and DRIVE Representative
Bill Wright, both of whom were
on hand at the local's June
membership meeting to explain
the reasons why it's so impor-

tant for all Teamsters to become active in DRIVE, especially in this election year.

Clements cited chapter and verse for the Teamsters on recent problems unions are having with Chapter 11 bankruptcies in the wake of the Supreme Court's Bildisco decision. "Employers today are wronafully using the bankruptcy code to break their collective bargaining agreements," he noted, and the "only way to prevent such problems in the future is by providing DRIVE with the funds necessary to help elect those individuals who will work to support and protect the interests of working men and women," he said.

More than 500 Teamsters were present at the Local 282 membership meeting, and the local union was in contract negotiations at the time, but that didn't prevent Local 282 President Robert Sasso from asking his officers for \$10 a week for DRIVE and encouraging all members to give a buck a week or more for this good cause.

Sasso gave his enthusiastic support to General President Presser's call for "year-round political acitivity by grassroots local unions on the city, state and national level," and his members responded by voting unanimously their support of DRIVE via the checkoff route.

Sasso and his negotiating



Local 282 members, shocked by the growing number of anti-labor pieces of legislation, gave their unanimous support to adoption of a DRIVE program at the New York local, after hearing from IBT DRIVE Director Wallace Clements, their own president, Robert Sasso, and IBT DRIVE Representative Bill Wright recently.

team then went back to the bargaining table and negotiated weekly DRIVE checkoff language into their new contracts.

Clements and his DRIVE crew say that now that the flame has been lit at Local 282, they'll be back to keep on expanding this new DRIVE chapter and its program. Sasso's all in favor of that; he says he'd like to see his members signed up 100% for DRIVE within a short time.

own in Memphis, Tennessee, Teamsters Local 667 President Jimmy Carrington is taking a strong leadership role, too, encouraging both his UPSers and Consolidated Freightways members to get on the new weekly checkoff program.

Business Agent Bill Owens and United Parcel Service Feeder Steward Mike Brewer, he says, have both been per-



Business Agent Bill Owens and UPS Feeder Steward Mike Brewer drum up support for DRIVE among Teamsters at UPS's hub in Memphis.

forming yeoman service, working with DRIVE representatives at the Memphis UPS hub to get Teamsters signed up. With nearly \$9,000 already pledged, it's predicted this local will hit the \$10,000 mark by election time.

DRIVE really is on the move, and our members are glad it is. They know we can take part in shaping our futures if DRIVE keeps going and growing the way it has so far in 1984. And that voice we're developing will be one of the loudest, most persuasive within the union movement. Way to go, Teamsters!



ESOPs, No Fable

mployee Stock Ownership Plan proposals (ESOPs) recently have gained popularity among both union and non-union employers.

Briefly, ESOPs involve setting up a trust to which company stock is donated for eventual distribution to employees upon their leaving the job. For the employer, there are several tax advantages available to an ESOP, involving tax credits and cheaper borrowing of money for the company.

Typically, an ESOP is traded with union employees for wage or work rule concessions. Often, some stock in the company is all an employer on the brink of bankruptcy has left to offer for "financing" by employees.

Tacking an ESOP on to labor concessions does not create a cure-all for an ailing company. An ESOP helps preserve jobs only if the employer intelligently applies available revenue from customers, i.e. investing this "concession financing" in new equipment and similar operations improvements. What an ESOP does best for employees at an ailing company is provide temporary job security, perhaps future recovery of concessions through a rising value of the company, and increased employee influence as stockholders.

In short, sometimes ESOPs can prove useful to Teamster members. In all cases, however, employee interests are best represented by a strong union; ownership of stock doesn't change that.



Our Legal Counsel Says . . .

> (NEWS OF NOTE TO TEAMSTER LOCALS)

Election Spending: How DRIVE Helps!

his Spring the United States Supreme Court called the benefits of union contribution to pro-labor political candidates comparable to those of union organizing among workers. In our democratic political system every legislator, judge, NLRB or other board member, and member of the Executive Branch gets in office only through the political activity of some elected official or officials. "Non-union" politicians and their appointees compete against your interests in shaping the law much as do non-union employers. Teamsters can fight back, using DRIVE contributions and their votes, to protect at law the economic gains won through organizing and bargaining.

Federal law limits the amount of money which any person can contribute directly to a federal candidate's campaign. State laws may similarly prohibit or limit contributions to state or local candidates' campaigns. National DRIVE provides for legal review of all its campaign contributions to en-

sure compliance with these laws. As Teamster members and family members you can contribute both to DRIVE and to candidates' campaigns. Channelling your money through DRIVE focuses its impact; it comes to candidates through the union's affiliated campaign fund, bearing the Teamsters

Campaign contributions cannot lawfully be used to buy favorable votes on legislation. What campaign contributions can do is help elect candidates who advocate legislative or executive policies and appointments crucial to Teamster members' livelihoods, health, safety and other interests. Key issues ahead next year will include legislation and regulations concerning the right to strike, the right to organize, the right-towork (for less), Davis-Bacon Act, employers' pension payments, job safety, and Social Security benefits, among others.

One certainty about this election season is that television and the newspapers will be flooded with political ads. The Federal Election Commission regulates contributions and expenditures in connection with federal elections. The Commission requires that political advertisements to the general public which call for the election or the defeat of a candidate must clearly state who paid for the ad. Union publications, other non-public media, and news coverage do not come within this regulation. Because public advertising is a favored device by which interest groups with money can get around direct federal campaign contribution limits, expect to see a lot of so-called "independent" advertisements in newspapers and on television which support one candidate or blast another. If you discover your favored candidate has been attacked by anonymous advertisements, you may complain to the General Counsel, Federal Election Commission, 1325 K Street, Washington, D.C. 20463. Any complaints must be sworn to and notarized and should include advertisement copies, if available.

Beat the Summer Heat

uring the hot summer months, workers employed in outside areas and indoor environments are exposed to an added workplace hazard: EXCESSIVE HEAT.

Heat stress is one of the most insidious of all job-related hazards. Its symptoms are easily confused with other conditions and many employees are unaware of its dangers. Some studies performed in Europe and South America have shown that workers employed for long periods of time in hot industries have higher rates of cardiovascular diseases.

Early warning signs of heat stress are deceptively common. Signals such as irritability, increased anxiety, inability to concentrate and grogginess indicate prolonged exposure to excessive heat.

Physical disabilities such as heat rash, heat cramps, heat exhaustion, and heat stroke may result from overexposure to heat. Heat rash may develop when sweat ducts become plugged due to the swelling of skin from exposure to hot and humid air. Heat rash is a nuisance and can greatly diminish a worker's capacity to tolerate heat.

Heat cramps may occur after a prolonged exposure to heat with profuse perspiration. The symptoms of heat cramps consist of spasm and pain in the muscles of the abdomen, arms and legs.

Heat exhaustion may result when physical exertion in a hot environment forces the heart to work overtime. Symptoms of heat exhaustion include dizziness, profuse sweating, and cool moist skin.

Heat stroke is a serious medical condition that may lead to death. Excessive physical exertion in a hot environment may lead to dizziness, nausea, severe headache, hot dry skin,

very high body temperature (usually 106°F and rising), confusion, collapse, delirium and coma. Cooling of a heat stroke victim's body must start immediately or death may ensue.

To reduce the likelihood of heat stress, workers in hot environments should reduce physical activity and, if possible, seek shelter in air-conditioned areas periodically. Fans are undesirable in very hot weather for their ability to cool decreases as temperatures increase. In fact, the presence of fans has been found to increase heat stress in some individuals.

Workers in hot environments should also consume extra liquids to avoid dehydration. AlIBT SHIELD SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

though adequate salt intake with meals is important, the benefits of salt tablets are doubtful in the prevention of heat stroke. For workers with preexisting heart problems, salt tablets may be harmful.

So when working in hot environments, don't ignore your body's signals. "Beat the heat" by limiting physical exertion, cooling down in air-conditioned areas, and consuming extra liquids.

OSHA Approves N.Y. Plan

he Occupational Safety and Health Administration has granted initial approval to a job safety and health plan submitted by New York State covering public sector employees.

Under the plan, the New York Department of Labor will administer a job safety and health program to protect about one million state and local government employees. Private sector workers and federal government employees in New York remain under federal OSHA's jurisdiction.

Among other activities, the New York public sector program will: adopt safety and health standards; conduct workplace inspections; issue notices of violation and compel correction; and provide consultation and voluntary protection assistance.

New York has been operating its own occupational safety and health program for state and local employees using only state funds since passage of the 1980 New York Public Employees
Safety and Health Act; that law
gives the state Department of
Labor full authority to administer all laws and rules protecting
the safety and health of employees of the state and its political subdivisions. The New
York Act also called for the
state to develop and submit for
OSHA approval a state plan for
public employees.

Following a detailed review of the resultant New York plan and opportunity for public comment, federal OSHA has determined that the state has met the criteria for initial approval. New York's program will now be monitored by federal OSHA to make sure it meets a series of prescribed developmental steps and satisfies OSHA's criteria for effectiveness.

New York is the second state to gain initial approval for a plan covering only public sector employment. Connecticut has operated such a plan since 1978.

Teamsters Take On Asbestos Threat at OSHA Hearing

ppearing before an Occupational Safety and Health Administration public hearing on asbestos exposure among workers, the International Brotherhood of Teamsters in mid-June battled for standards on asbestos that would truly protect workers.

Suzanne Kossan, the IBT's industrial hygienist, testified at the hearing on behalf of hundreds of thousands of Teamsters who are daily exposed to asbestos in a variety of occupations—from general truck brake repair operations, to construction, manufacturing, maintenance, and the handling and transporting of asbestos products

In her testimony, Kossan emphasized the need to protect workers from excess asbestos exposure by considering the feasibility of lowering the permissible exposure level (PEL) for asbestos to 0.1 fibers/cc, 8hour TWA, with a 0.5 fibers/cc ceiling. The Teamsters' witness also suggested the need to give preference to the use of engineering controls over respirators and minimize respirator deficiencies. She also strongly urged the establishment of a separate asbestos standard for the construction industry, if workers are to truly be adequately protected in the workplace environment.

"We are deeply concerned about the health risks to our members and all workers who are exposed to asbestos in the workplace and are committed to securing a protective health standard," Kossan noted. "We maintain that the record on asbestos is clear. There is no safe level of exposure to asbestos. Therefore, we need a stringent health standard to protect hundreds of thousands of workers

exposed to this deadly fiber."

The IBT expert pointed out to the safety panel that, as OSHA has noted, the limiting factor in proposing a PEL for asbestos is establishing a standard that can feasibly be met, "not the elimination of risk," since risk assessments show that at even very low exposure levels, the risk of asbestos-related disease still exists. Given that fact, the Teamsters feel the PEL "should be set at 0.1 f/cc, the limit of detection by analytical methods," Kossan said, citing several studies—one of a truck brake repair operation and the other a survey of Maryland construction site air monitoringsthat showed such levels to be reasonable and feasible, given proper engineering controls and workplace practices, such as the use of wet methods for removal on construction sites.

Moving on to another area, Kossan questioned the compliance methods OSHA is proposing for its new PEL standard on asbestos. "OSHA states the new PEL may be achieved using any feasible combination of engineering controls, work practices and personal protection," Kossan noted, but the "proposal equates respirators with engineering controls, and allows employers to exercise discretion in choosing a method of compliance."

Kossan argued that not only did such a provision represent a significant shift in OSHA's policy on methods of compliance, since every other health standard to date has given priority to engineering and work practice controls, allowing respirators to be used only as a second line of defense, but also belied the fact that there is no data to date to show "that respirators are as reliably protec-

tive as engineering controls" when it comes to asbestos exposure. On behalf of the Teamsters, she urged that OSHA retain its priority status for engineering and work practice controls, relying on respirators only when necessary. She asked further that in cases where engineering controls aren't feasible and respirators must be used that, for the safety of workers, employers be encouraged to use positive pressure respirators to ensure workers' maximum safety by safeguarding the air they breathe through well-fitting ap-

In the last point of her testimony, Kossan reiterated the Teamsters' call for a separate standard for the construction industry, a petition in which we joined the Building and Construction Trades Department, AFL-CIO, earlier this year.

Noting that current estimates show that 75% of all asbestos products are used in construction operations, Kossan noted the need for unique protections among workers in this craft and asked the adoption of BCTD model language. The Teamsters asked that such a standard include the reduction in the PEL to 0.1 f/cc, 8-hour TWA, along with employee training and certification requirements, proper work practices, medical surveillance, and employer proficiency and reporting.

What does all this mean for workers? Well, if you work in a shop where engineering controls and work practices are used effectively, it will mean considerably less risk for you to asbestos, than with a respirator alone or no effective exposure level. And your safety is all your union's concerned about. We battle hard to protect it!

CONSUMERS CORNER

he computer revolution, in case you haven't heard, is here. In the rush to buy personal home computers lest junior grow up deprived, many consumers are making hasty and sometimes costly decisions. The New York State Consumer Protection Board advises determining whether the need exists for a personal computer. If so, the unit should have the capacity and flexibility to fill both your present and future needs.

Computer manufacturers urge that everyone should prepare for the comuter age and become "computer literate." To that end, some manufacturers are even offering free computers to school districts. Schools are responding by having computer education classes even starting in the primary schools. Others even predict that eventually, there will be less need for research libraries since much more data and information can be stored by computers.

Most computer experts advise against buying an expensive machine and software just to help manage household finances. Since good financial management software can cost from \$50 to \$500 (on top of a system costing \$600 to \$3,500), checkbook balancing and simple budget planning can best be accomplished with a calculator or mini-computer costing less than \$100.

Computers have been hailed as a great educational tool, soon to be indispensable. Perhaps so, but the quality of educational software programs is still inconsistent. Critics contend that much of the software on the market is poorly written and simplistic. The drills used for learning are repetitious and boring. Some are even prone to error.

If you are considering buying a home computer, shop for software first. Software is the program and instructions governing the operation of the computer, directing it to perform specific functions. Unless a program fits your needs, you could end up with a very expensive paperweight. Always try out any program at the computer store.

The mechanical and electronic components, or hardware, of a computer system must be able to handle the software you need. Here, too, the functions for which you need a system will determine the extent of your purchases. If you are unsure of your goals, it may be wise to purchase a no-frills computer (some are under \$100) to establish the direction you will take in the future.

If your needs for the machine are only sporadic, at tax time, for instance, it may make more sense to rent a machine or to use local computer facilities. Schools, and increasingly, public libraries, may offer computer time for a nominal fee.

The market for computer rentals is growing. Responding to the understandable reluctance of consumers to shell out \$1,500 to \$3,500 for high end systems, many retailers are renting top models for prices ranging from \$150 a week to \$200 to \$400 a month. Often the rental price is deducted from the purchase price if the consumer decides to buy. Some stores also offer on site daily rentals.

Instruction in computer use is offered by a number of full service computer retailers, often at no extra cost. Local adult education programs and libraries may also provide computer education courses. Take the time to

familiarize yourself with computer techniques and systems before you buy. Otherwise, the computer you buy could end up gathering dust in the closet next to the star spangled bowling ball you got for your last birthday.

Consider a system's expandability. For example, cassettes for word processors may prove to be inadequate over time. Make sure the system you buy can accommodate improved storage devices like floppy discs. Printers, also necessary for word processing, may be outgrown if you desire faster operation and better quality. Find out whether the computer will support needed memory expansion or peripheral device. Does the manufacturer supply the extra hardware necessary? Is compatible hardware available from other manufacturers? The wider the choice, the lower the cost.

Cost should be considered on both an immediate and long term basis. Get the most value for your money. Multi-color graphics are great for video games but they are valueless for more practical uses such as word processing and financial programming. If you would like to expand your capability in the future, beware of very inexpensive computers that can be connected only to the manufacturer's own very expensive systems.

Service contracts for computer systems and warranties offered by manufacturers and retailers are important variables in any planned purchase. The low prices offered by discounters could end up costing purchasers more if servicing is needed and cannot be provided by the retailer.

SCHOLARSHIPS for High School Seniors

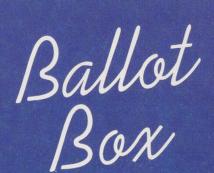
Applications for the 1984–1985 International Brotherhood of Teamsters Scholarship Competition

The competition is open to sons and daughters of Teamster members. Active, retired, disabled, deceased or recently laid-off members. Must be a high school senior. Student should be in the top 25% of his/her high school class. Student must submit high SAT or ACT test scores. Students must show financial need. Dependents of union officers or employees may not apply. The deadline for the completed application is November 30, 1984 and for any other additional requirements February 28, 1985.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS SCHOLARSHIP FUND I have read the eligibility requirements above and would like to apply for a scholarship. Please send me an application. After receiving my application, I will complete it and mail it to my Teamsters parent's local union. Address: State: 25 LOUISIANA AVENUE, N.W., BOX 5, WASHINGTON, D.C. 20001 mail in the form above for your above for your upplication

SUPPORT DRIVE

(Democrat Republican Independent Voter Education)



REGISTER AND VOTE



YOU CAN MAKE THE DIFFERENCE



Teamsters Endorse Reagan Poll Results Inside

TEAMSTERS ENDORSE REAGAN

n August 30, your Teamsters General Executive Board and I met in Columbus, Ohio at a special board session to consider a matter of extreme importance to this International Union—the endorsement of a Presidential candidate this election year.

As I have told you all before, in keeping with our goal of being a powerful and persuasive voice for our members, we have been actively involved thus far this political season, making our opinions heard and our positions known.

With both party conventions behind us and the party platforms nailed down, we turned to the task of deciding where our best interests can be served.

We asked our members' advice, and in a little more than three weeks, an incredible number of you responded, providing us not only with your choice of candidates, but with your feelings on the issues you see as important, many of you writing in your comments on the candidates.

The poll showed a more than 10% margin of victory for President Reagan over Walter Mondale. This is a large differential, made even more significant by the fact that Reagan carried 36 states to 11 for Mondale.

The Board, while recognizing that the poll is not a mandate in itself, unanimously endorsed Reagan/Bush, voicing the opinion that the current Administration can do more for the Teamster membership in the next four years—strengthening the economy, providing more jobs for America and assuring a secure and lasting peace through-

out the world.

The Reagan team has been strong and viable, open and fair, and, above all, has once again made the paycheck of the American worker something of value in the mainstream of today's economy.

While staying on the sidelines certainly would have been the most comfortable option, and left our members free to voice their personal preferences, your officers agreed that this election year was too important—that we couldn't waste the voting bloc that two million Teamsters, plus their families and our retirees represent, potentially a group as large as 10 million.

While no union can pretend that it can control the voices of that large a body, we do feel that stating the candidates' positions and your officers' recommendations on behalf of the union can guide many as they make their choices.

No candidate or party gives guarantees, nor will they promise to follow our every mandate. What we looked for this year, instead, was the one that would do the most good for the American workers and the country as a whole.

For that reason, we have endorsed Ronald Reagan and George Bush for reelection, recognizing that they have restored national economic stability and international strength and dignity—issues that were most often mentioned in our membership poll.

This Administration deserves another four years to complete its programs of productivity and progress for the '80's and beyond.

We are hopeful that, with an

From the General President



Iackie Presser

additional four years, President Reagan and the Republicans can get a handle on the budget deficit and the unemployment problem. We will continue working with them to curtail the anti-union atmosphere that pervades the courts, the National Labor Relations Board and the Congress. Being on the inside can help us make a difference. Standing outside the window in the cold will achieve nothing.

Fraternally,

Jackie Trusser

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.





DEDICATED TO SERVICE

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6 Retirees Meet



20 Arnie Honored

G.E.B. Holds Special Session Decides on presidential endorsement

Teamsters Bakery Conference Convenes 3 Delegates face key issues head-on

Central Conference Retirees Meet 6 Delegates learn about new IBT programs

Teamsters Housing Program Is Introduced 8 Retirees. IBT locals are enthusiastic

ORGANIZE! ORGANIZE! ORGANIZE! 9 IBT organizers are on a winning streak

Jackie Tells It 'Like It Is' to GOP 10 Platform committee hears the hard facts

Teamsters Attend the Republican Convention 12 Serious issues underscore the hoopla

The IBT Poll Results Are In 15 Members were candid and helpful

Teamsters Consider UPS Extension 18 Pact promises members gains now

19 Airline Division Targets the Issues Policy session convenes in New York

Arnie Weinmeister's Inducted to Hall of Fame 20 Teamsters V.P. was a gridiron great

Education Dept. Conducts Seminar 23 Denver Teamsters learn needed skills

24 **WINNERS!**—Teamsters Take Top Competitions ATA, School Bus, Auto Transporters honors

Solidarity Watches Polish Amnesty 26 Adopts a wait-and-see attitude

Editorial material should be addressed to: Trustees Teamsters Union, Communications Department, 25 Louisiana Ave., N.W., Washington, D.C. 20001 FRANK J. MATULA, JR. 1625 W. Olympic Blvd. 10th Floor, Suite 1000 Los Angeles, Calif. 90015

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Teamsters Board Says 'It's Reagan,' V.P. Bush Accepts For Team



he Teamsters General Executive Board, meeting in special executive session in Columbus, Ohio on Thursday, August 30, 1984, voted to endorse the candidacies of President Ronald Reagan and Vice President George Bush, as they seek a second term in office.

In the session prior to the endorsement, all Teamsters officers offered their individual views on the subject, but the Board agreed in the end to consider heavily the expressions by the members in a recent International Union poll, results of which were also announced Thursday to the public in tandem with our presidential endorsement.

"This sampling of Teamster rank-and-file sentiment certainly indicates that our members are pleased with the turnaround in the economy and the General Executive Board has to be impressed with that fact," Presser said, in announcing the poll results. "The President carried all but eleven states and the District of Columbia, and showed significant strength in every region of the country."

Earlier, IBT vice presidents had personally reviewed the poll, actual ballots taken to Columbus, and the survey findings, before making their decision on the endorsement.

Media from across the nation anxiously awaited the Board's

decision and, following the board's deliberations, staged a fevered press conference with IBT officers on the results. Obviously, the Teamsters' endorsement was big news as far as media heavyweights were concerned.

Later on Thursday, at the annual Ohio Conference of Teamsters banquet culminating a four-day round of meetings covering 100,000 plus Ohio Teamsters, Board members would meet and greet another heavyweight—Vice President George Bush. Bush, invited to the conference dinner several months earlier, was delighted to accept the union's endorsement on behalf of President Reagan.

Vice President Bush thanked the Teamsters for their expression of confidence and support for the Administration, and pledged that the Reagan/Bush team would do everything in its power to ensure a fair deal for workers in this country. Vice President Bush pointed out also that a stable and revitalized economy, which the Administration already has come close to delivering, is perhaps one of the most important factors affecting workers' well-being.

While this was Vice President Bush's first visit to the Ohio Conference, it was a homecoming of sorts for the Administration, since it was at the Ohio Conference four years ago that President Reagan received his first Teamsters endorsement from then International Vice President Jackie Presser on behalf of Ohio Teamsters.

"The Republican Party makes us no promises, and offers us no deals," said Presser, after the day-long series of deliberations.

"But, after assessing what the Democrats and the Republicans both have to offer, we in the Teamsters believe our members are going to be better off if we keep steering the course in which we're headed.

"Walter Mondale has failed in recent months to present a program or policies that appear capable of ensuring the economic growth we need," Presser said. "If we are to get the unemployed back to work, we cannot afford runaway inflation or high interest rates that seem sure to follow in the wake of big social spending such as he envisions.

"We in the Teamsters have always been, and will continue to be, in the forefront of the march to protect workers' rights, but right now those rights are best served by getting people off the unemployment lines. We believe President Reagan can help Teamsters achieve that, and we will be working with him and for him to see that become a reality," he concluded.



Bakery Conference Delegates Face Tough Issues Head-On

tional Bakery Conference of the U.S.A. and Canada convened the week of July 29 in Seattle, Washington.

The rousing session had delegates questioning the status quo, challenging traditional positions, and formulating a program for the conference designed to keep its members competitive in the rapidly changing bakery industry.

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"Times are changing and Teamsters need to change with them, if we're going to stay on top," seemed to be the consensus of the delegates as, during the four days of meetings, they pondered traditional issues such as drop shipments, private label brand sales, expansion by captive bakers into new markets, subcontracting clauses and the like. In the areas of drop shipments and captive bakers' attempts to enter other markets, delegates who have just begun experiencing such problems brainstormed with fellow delegates on how such activities have taken hold elsewhere, utilizing others' experience to guide them in preventing erosion in their own rates and benefits.

Situation reports also were given on key industry problems. Continental, Holsum, Entenmann's and Frito-Lay were but a few of the names mentioned as delegates reported on recent, ongoing and upcoming negotia-

tions in their areas and nationally that are impacting on members. While reports on attempted company decertifications, employer threats to cease bargaining and go non-union, demands for reduced commission rates and area trends toward owner-operator route sales weren't entertaining, they did prepare delegates for problems they could face potentially in their own areas.

During these reports, delegates heard an informative discussion about the incursions into the french bread market by non-union operations in the San Francisco Bay area and the innovative approaches area Teamster locals have devised to counter such tactics. Teamster officers agreed that with the anti-union trend in the country, leaders are being challenged to come up with new approaches and innovative solutions to counter such competitive attacks on the unionized baking business. Teamsters, it was reported, are proving up to the challenge, despite the ever growing number of tactics being thrown at us.

Of particular note to delegates were discussions about both the changes in Entenmann's operations systemwide and the ongoing problem with Frito-Lay. Both companies, since being taken over by conglomerates, have displayed an increasingly militant attitude in

their labor relations, with Frito-Lay's becoming downright antiunion.

Bob Flynn, assistant to General President Presser, joined in discussions on two days of the troubling Frito-Lay problem. Flynn, in noting that the Pepsico-owned company today controls a major share of the salt snack food market and is constantly expanding its 147-item snack line with new goods such as Grandma's Cookies, asserted, "Frito-Lay is probably our biggest industry problem."

elegates agreed that the company has in recent years grown increasingly hostile, playing hardball in negotiations, attempting to take away contract benefits that have been traditionally held and introducing a "segmentation" program nationwide that is rapidly altering longstanding industry conditions.

We are dealing with a huge company, with a lot of money. They are big, tough and belligerent, and they will take you on in any strike. Taking them on with an arbitrary, pugnacious attitude will not work, delegates were advised.

"The only thing this company understands is strength," Flynn asserted. He warned that while Frito-Lay maintains it wants to get along with our Teamster lo-

(Continued on next page)

BAKERY

cals and the International Union, officers readily advise that "any time we catch one of your locals asleep at the switch, we will take them on and attempt to decertify them. That's totally unacceptable," Flynn asserted, "but that's the attitude we face."

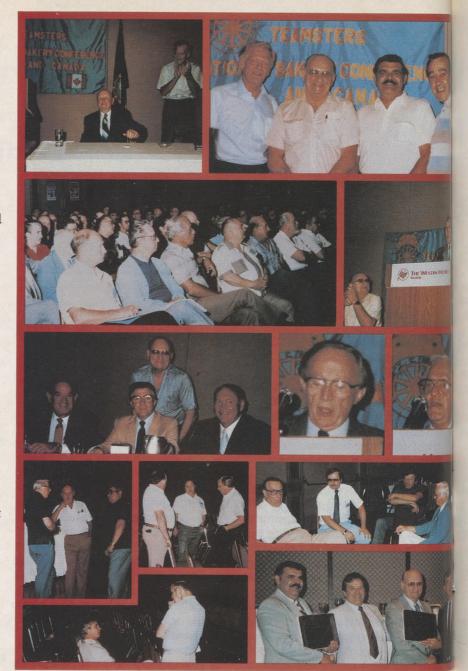
Delegates concurred that the best way to fulfill their obligation to the members was to deal fairly, but toughly, on the issues, keep members informed on all aspects of the company's behavior, negotiate from strength, not weakness, coordinate their efforts, communicate, and actively pursue organizing efforts in order to counter this threat to our members' jobs.

Noting that it's hard to get every local to march to the same drum and cooperate nationwide, Flynn warned that in the face of an intransigent corporate policy, it is imperative that bakery officers "be smart and use their brains to counter such tactics, not just resort to putting

up picket lines."

A highlight of the week was a rousing address by former Teamsters General President Dave Beck, who proved even at age 90 that he has lost none of his drive and determination in protecting Teamsters' interests. Beck exhorted delegates to tackle major problems such as the influx of illegal aliens, imports, an economic depression and an anti-union trend that has seen the secondary boycott and other aides to organizing and negotiating eliminated, by confronting them head-on and finding solutions.

merican labor has to become a powerful enough voice for political action to control the passage of fair legislation to accomplish the recognition of rights that we should have and we don't," Beck said. He suggested further that Teamsters need to develop a strong organization that is committed to



making sure American businesses use American, preferably union, labor and Americanproduced goods and services. "Stop the illegal aliens' progress by transferring our clout from the secondary boycott to our own pocketbooks," Beck urged.

"You don't own the steel

mills," Beck reminded delegates. "You don't own Montgomery Ward or Sears; you don't own the bakeries or the laundries or the dairies or the warehouses. The only thing our members own is their labor.

Scenes from the 1984 Teamsters National Bakery Conference of the U.S.A. and Canada.

nothing else. And you can sell it in the open market, where non-union prevails under nonunion conditions, or with power and strength through organized labor.

"That labor's the only thing you've got to sell," he added. You've got to sell it under organized conditions, or by God, you're going backwards and not forwards," Beck concluded.

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thers addressing conference delegates during the week were IBT Vice Presidents Arnie Weinmeister, Canadian Conference Director Edward Lawson and Western Conference Director Jesse L. Carr. Vice President Weinmeister welcomed delegates to the Northwest and discussed his recent Hall of Fame induction, noting that he had tried to make it a tribute to the Teamsters, as well as a personal honor.

Vice President Carr welcomed delegates to Western Conference country, and noted that since he took over as conference director, all local unions encompassed within the conference have experienced exciting, trying times, which he predicted will turn into "dynamic times under General President Presser. We are on the upswing, we are on the move and we will get there," Carr pledged.

Canadian Conference Director Ed Lawson brought the Teamsters greetings from their brothers and sisters up north. Lawson noted that with tandem problems of unemployment and recession still jeopardizing economic recovery in both Canada and the U.S., his own conference national policy committee had just spent a week at a very productive session, during which General President Presser sat in, formulating programs to guide the conference's progress. Lawson noted that there have been "significant changes in this International Union for many of us and the organization as a whole. The bleeding has stopped, the loss of members has stopped, we are sound again and on the move. There are all kinds of problems," Lawson concluded, "but we can overcome themtogether."

Also addressing delegates during the week were, in addition to Flynn, Eastern Conference Bakery Director Robert Dietrich and International Auditor John Hartigan (with International Auditor James Farrington also in attendance).

Seattle Mayor Charles Royer, King County, Wash. Prosecuting Attorney Norman Maleng, and Seattle Chief of Police Patrick Fitzsimmons also were in attendance to welcome delegates to the area.

Mayor Royer, noting the strong union representation in Seattle city government, paid tribute to the Teamsters' prowess when he declared: "Teamsters are people who keep their word; they are tough negotiators and skilled labor leaders."

eral local or not, into the conference. Delegates agreed the benefits of participating are great, since affiliates can avail themselves of the conference's support facilities, gain from the invaluable expertise of brothers and sisters who've dealt with the industry for years, as well as staying apprised of negotiating directions, employer bargaining tactics, new trends in the industry, new products being introduced and the like.

The success of the soft cookie lines now invading the marketplace was one example men-

"How can you formulate policies for your members if you aren't up-to-date on the issues?" delegates asked as they sought ways to bring all bakery-related locals into the division.

n addition to hearing from these thought-provoking Teamster and civic leaders, the more than 100 delegates assembled elected new officers.

With the retirement of former conference director Howard Logan in late June, Robert Meidel, conference vice chairman, was named as his successor. During the conference, at which a touching farewell letter from Logan was read to delegates, delegates would reelect Dave Torre as conference chairman and Joe Padellaro as conference secretary-treasurer, and elect Tim Sullivan as conference vice chairman, filling a vacancy created by Meidel's resignation from that post.

Delegates also considered the merits of putting the conference on a more stable economic footing by establishing a per capita tax; the idea was rejected by the Bakery Policy Committee in favor of an annual meeting preregistration fee for each delegate.

In discussing changes in the baking industry, delegates also discussed ways of bringing all locals having any bakery or related industry contracts, gen-

tioned. Affiliates of this division were apprised more than two years ago of Frito-Lay, Nabisco and other producers' startups in this new market. Teamsters familiar with the products since their inception were able to track trends and familiarize other Teamsters with how bargaining will be impacted, what the market reception will be, how drivers' sales and commissions will be affected-all of incalculable assistance in preserving members' jurisdictions and benefit/wage packages.

In an effort to get total Teamster involvement, delegates endorsed the idea of canvassing Teamster locals to find out where we have any new bakery or cookie industry workers who might want to join this key Teamsters division in an effort to bring all involved locals into the division's ranks. Delegates also proposed the establishment of a conference newsletter to keep affiliates apprised of all key conference developments year-round. Both proposals were adopted by delegates.

Finally, delegates voted to make Chicago, Illinois the 1985 Bakery Conference host city.

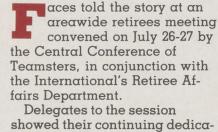


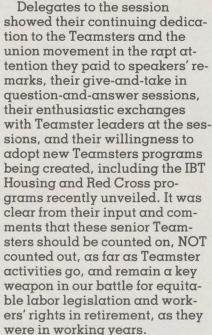












In return, officers of their union pledged them the Teamsters' strongest efforts to keep them active and involved, and to work for their best interestsbe they in the pension rights

field, on Social Security and Medicare issues, in the benefits the co area or in the pursuit of COLA and other programs that could help our retirees down the road ident

The two-day session, hosted by the Central Conference of Teamsters and Local 135 at Local 135's headquarters in Indianapolis, Ind., was informative is the for delegates and inspiring for Affai Teamster leaders.

Delegates were welcomed to Indiana by Richard Hudnut, the in le mayor of Indianapolis, and State Attorney General Linley E. Pearson.

Teamster retirees heard about all the new retiree programs being developed at headquarters from Retiree Affairs Director Gree Norman Greene, who also alerted them to a new supplemental insurance benefits program in the works to assist Teamster retirees with health care and other needs. Teamsters Ron General Secretary-Treasurer Ray Schoessling also was on hand, and pledged retirees the full resources of the International Union in making this force one of the most persuasive spokespersons for seniors' rights in the entire country. He urged retirees to take pride in their















CCT Retirees Meetings union Cer deleg

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mion and to lend their efforts to the causes of labor.

Central Conference of Teamsters Director and IBT Vice President Robert Holmes welcomed
delegates from the 13-state midwestern Teamster region and
urged them to become an active
part of the productive force that
tive is the Department for Retiree
for Affairs today.

He was joined by IBT Vice
President Don Peters of Chicago
in lending personal support to

the division's efforts.

Others addressing the delegates included: Bill Dodds, executive director, National Council of Senior Citizens, a group on whose governing board Greene sits: Jim Kruger, a vice president of the American Red Cross, on hand to explain our joint program of cooperation and oversee a blood pressure screening during the program; Ron Kubalanza, operations and administration director for the Central States Pension Fund, who explained how the program is administered and answered delegates' questions; and John Joyce from the IBT Housing Division, who explained this new International program. Also on hand were Governmental Affairs Director Paul Locigno, IBT Director of Legislation Dave Sweeney, and IBT DRIVE Director Wallace Clements, all of whom thanked the retirees for their strong support of the IBT DRIVE program nationally and locally; Larry Parrott, president of the Indiana Conference of Teamsters and Joint Council 69, who welcomed them to the Hoosier State; Local 135 officers, Secretary-Treasurer John Murphy and President John Neal, who expressed their joint concern over existing conditions in this country and urged retirees to be a part of finding solutions to our problems, and Paul Steinberg, assistant to Conference Director Holmes, who pledged delegates any assistance from the conference he could lend to meet their goals.

During the program, delegates also saw several videotapes, including one from General President Presser lauding the division's growth and expressing his goals for the program, and another on operations at IBT headquarters.

The productive session left Midwestern retirees buoyed and ready to charge into the fray for Teamster causes.

















Teamsters Housing Program Is Introduced at **Central States Retirees Meeting**

he Teamsters National Housing Program, unveiled at the January 1984 General Executive Board Meeting, made its bow before our members and retirees last month at the Central Conference Retirees Meeting, and a few weeks later, at the Ohio Conference of Teamsters session in Columbus (more about this next month).

Teamster retirees attending the Indiana area meeting were especially impressed with the scope of the new IBT program, which seeks to make affordable housing available through Teamster and government joint

effort projects.

As explained to participants, Teamsters have successfully built no less than seven unique Retiree/Handicapped and Independent Care Facilities throughout Ohio, developing the expertise to now go national in seeking quality facilities for our senior citizens, handicapped and disabled.

Three Teamster programs have already been submitted to the Department of Housing and Urban Development for approval. In recent weeks, another five prospective sites

have been targeted.

These have been developed because Jackie Presser and leaders like him, believing "that Teamster retirees, nationwide, were the backbone and foundation for this great International Union," felt a need to reciprocate in every way they could for the strong support and valiant efforts retirees have given the union over the years, John Joyce, head of the program, told participants.

Joyce noted that all projects have been built in conjunction with the U.S. government, utilizing Department of Housing and Urban Development (HUD) 202 funds.

Currently, he noted, "these seven housing projects are valued at over \$25,000,000.00 and are housing 1,095 retirees and their families, yet were built at little or no direct cost to the Teamsters. So far, the program has proved successful, not only in dollars and cents, but in providing decent and affordable housing in conjunction with a highly successful social service program for retired residents."

n Ohio, he noted, each retiree living center has at least one staff person on duty 24 hours a day, seven days a week, for the safety and health of residents. Full social programs are ongoing seven days a week, free of charge, with all basic living necessities structured into the center to assist residents in fulfilling their needs, regardless of age, degree of handicap or illness.

Joyce noted also that because of Ohio Teamsters' strong DRIVE activities, they were able to obtain monetary city, county, state and federal grants, which have enabled each facility to offer subsidized rents to all residents. "Simply stated, all retiree and handicapped occupants and their families now pay a maximum of 30% of their annual income for rent, with all utilities free to tenants —which has proved a Godsend and salvation for most occupants in these days of high rents and expensive utility costs.

"With a 100% success rate so far," Joyce noted, "and a program that is proving to be highly workable and self-supportive, Teamsters locals and joint councils are inquiring in increasing numbers about the new program and requesting IBT assistance in developing their own housing programs."

To accomplish this for others, Iovce told those at the meeting, the International Brotherhood of Teamsters has developed a technical team capable of helping affiliates take such a program from conception, through design, construction and rentup phase, to daily operations.

The International Union, working in a joint venture with our local and regional affiliates, will attempt to create programs that serve members needs by planning, evaluating and marketing application packages that meet the requirements necessary to win government approval.

Teamsters in New Haven, Conn., Detroit, Mich. and Bethalto, Ill. have already completed the initial steps necessary to have their programs considered for government approval. Currently, the division is assessing the potential for other projects in Chicago, Ill., California, Wisconsin, Ohio and Indiana.

The Teamsters Housing Division is on the move. And as we help secure the same independent, secure retiree lives for our members through housing programs as we did through their pensions and work life benefits and wages, "People Helping People" is going to take on a whole new dimension.

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ORGANIZE ORGANIZE! ORGANIZE

s the economy picks up and conditions for workers worsen, the International Brotherhood of Teamsters is experiencing a real resurgence. Around the country, our locals have been scoring a terrific number of organizing victories, with phones ringing constantly with news of new organizing leads.

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Along with this upswing in organizing, our Teamster locals report they are having great success in winning elections and getting recognition in Teamster jurisdictions across the board, spanning both the United States and Canada.

Recent organizing drives, the IBT Organizing Department tells us, have brought thousands of new workers into Teamsters' ranks.

And while organizing remains primarily a function of our locals, the department reports that a record number of our affiliates are calling the IBT for assistance. This is real proof that the department's function of assisting locals in becoming more successful in their organizing efforts with solid support and technical advice is work-

What can a local count on when it calls the IBT for aid? A lot! The department is equipped to provide advice on campaign strategy and techniques, information on union-busters and other areas of importance, materials such as videos, leaflets and organizing paraphernalia, manpower to help conduct and coordinate campaigns and assist with organizing meetings,

and, if necessary, some financial assistance. The department also helps coordinate efforts across Conference lines, dealing with the problems of runaway shops, companies where we have some, but not all, locations organized and the like. Training, too, is an important function, with the division lending a hand in training local officers, organizers and stewards to effectively organize.

In addition, affiliates also get moral support, energy and enthusiasm from personnel who think organizing is the most important goal of this or any other union, and are really committed, not only to bringing new workers to our ranks, but to making sure they get first class treatment once they're members.

Local 693 Deru Management

Services, Inc.

Local 385

Local 639/Local 730

Today Newspaper

Below, a sampling of the more than 100 drives successfully Local 917 completed in recent weeks by IBT affiliates. led Jewish Appeal Local 931 Local 344 JE Landry Inc.

:kapoo Area School District Components JMJ Sanitation udspeaker Milk Producers ssociated Milk Producers Valley Oaks Health ity of Madison, E&H Bus fily of Madison, Madison Local 137 Core Center

Metro & DTIC Local 886 San Diego form Plastics, Inc. **Zoological Society**

&W Beverage Company Local 710 sconsin Distributing of Rocket Express Systems Janesville Hertz

Local 444 re District 1, Polk County ity of Auburndale Fire Dept. Reckitt Colemand Canada, Gelco Express Transport Donnan, Inc. Au Petit Goret, Inc.

Maison Basilieres, Inc. Local 481 Jacques Plante, Inc.

Rollins Cablevision Local 326

Pasadena Unified School District Local 574

Risby Pallet & Lumber Co., Inc. Delta Y Electric Co.

Ohio Conf. Public Employees Paulding Sheriffs Dept. Dari County Sheriffs Dept. Champaign County Sheriffs Wayne County Water Works City of Talmage Franklin Police Dept. Wayne County Children's Adams County Engineers City of Ashland

TEAMSTERS' ORGANIZING IS ROLLING UP BIG WINS!



Jackie Tells It 'Like It Is,' Before GOP Platform Committee

he week before the Republican National Convention began, the party's platform committee met in Dallas, Texas, its 108 members charged with formulating a cohesive document that reflected the President's aims and objectives, but also incorporated the interests of all wings of the GOP into its platform planks.

Appearing before the Economic Policy Panel of the RNC to synthesize the Teamsters' positions for the panel on Monday, August 13, was IBT General President Jackie Presser.

This appearance, which provided additional input to an earlier Teamster appearance before the Labor Advisory Panel of the RNC, was a replica of our efforts with the Democrats. A month earlier, before the Democratic National Committee, we had candidly stated our views and goals for that party and urged programs that would treat fairly the workers who keep this nation going day by day.

The Teamster leader noted early on in his testimony that our union had remained a free agent this election year until it could assess the way both parties were going and had polled its membership to find out their views. With that said, Presser's

comments were candid and forthright in expressing to the Republican leadership how labor sees the status quo.

"Real wages have improved, inflation remains in check and our economy is growing at a record pace," Presser said. The Teamster leader noted, however, that, despite this, "no serious and determined effort has yet been made by this party to broaden its base by consistent support of workers' rights."

Presser reminded the panel that to continue to do so would be a serious mistake, since "in 1980, Ronald Reagan became President largely because he was able to win nearly half of the blue-collar vote." He reminded them further that "no Republican has won a state or national election without drawing on the strength of working America, either."

Presser urged the GOP to show that Republicans understand the problems of working people and that they are willing to take action to solve them by incorporating the ideas of American labor into its platform.

"What do workers want and need?" Presser asked.

"First, workers want employment policies which will provide jobs that are safe, secure and pay a decent wage.

"Second, workers want labor policies that treat labor and management equally and that do not give one group advantage over the other.

"Third, workers want regulatory policies that are fair and that do not throw people out of their jobs.

"These are the three main issues that the Republican party must understand and address to win workers' support in this election," Presser declared.

etting down to specifics,
Jackie decried the number of carrier bankruptcies since enactment of the 1980 Motor Carrier Act, industry unemployment in trucking that is four times the national average, and regulatory policies that are disrupting the lives and employment of workers in the airline and communications industries as well, saying that, "fairness is essential to sound regulatory policies."

When such policies are disruptive, the "governing Republican party is faced with a choice," he noted. "It can either take steps to protect workers from losing their livelihoods and restore fairness to the system, or it can do nothing and risk finding itself back in the status of the loyal opposition."



when it came to the establishment of equitable labor policies for this country.

"The Republican party must reaffirm its commitment to the just enforcement of the National Labor Relations Act and to the fundamental labor policy which it prescribes; that is, encouraging the institution of collective bargaining and the right of workers to attain this goal through unionization," Presser affirmed.

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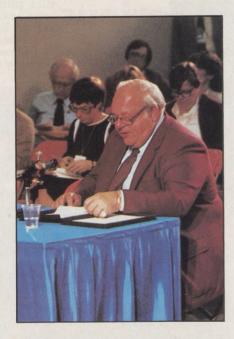
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"I have (recently) watched inflation and recession threaten to rip the fabric of stable labormanagement relations," he added.

Going through a litany of the problems, he said, "Support of workers' basic rights is eroding. Limits have been placed on workers' rights to strike and picket peacefully. Public employees and agricultural workers continue to face legal barriers to organization. Hundreds of union-busting firms who systematically attempt to deny workers their democratic right to choose union representation operate essentially unchecked by governmental supervision.

"In constructing labor policies which will protect the rights of all workers, the Republican party must treat both labor and management equitably," Presser emphasized. "Neither business nor labor should have undue influence over our nation's labor policies!"

Calling for an overhaul of key regulatory agencies, including the National Labor Relations Board, Presser said, "The Republican party MUST work to reform our country's laws to promote better enforcement and administration of labor standards. Inordinate delays in processing labor complaints and the outright defiance by some employers of our labor laws must be stopped! It is more than shameful. It is a mockery of our system of justice when certain employers show that they are willing to bear the sanctions contained in our current laws in order to violate the rights of



workers attempting to organize, to negotiate a contract and to be employed in a safe workplace," he exhorted.

Along with these protections of workers' rights, Presser introduced a third element, that of providing a platform commitment to full employment policies and the adoption of programs that will get national unemployment down into a manageable range.

While acknowledging that American workers have benefitted from President Reagan's economic policies, Presser urged the Republicans onward, saying "It would be a serious mistake to ignore the new wave of economic challenges which have shaken the foundations of our industrial strength.

"Automation, plant closings, imported products, exported jobs, illegal immigration and the shift from an industrial to a service economy have combined to create a growing crisis for American workers," Presser affirmed. "If these challenges go unmet, they will destroy our ability to offer a job to everyone who wants one.

"Unless we work together to meet future needs, we will be condemning a generation of American workers to an economy where unemployment and despair replace prosperity and hope," he warned.

he Teamsters leader concluded by urging the Republicans to remedy a growing chasm between American labor and the GOP by expanding its scope. "If you write off the labor movement in this country, you would compromise your integrity as a party that stands for freedom, equality and social justice," Jackie said, the party of Lincoln and Roosevelt and Eisenhower.

"To borrow from President Reagan's 1980 campaign theme, 'It's Time for a Change,' "Presser said, adding that the time has come to reconstruct the bridge between the Republican party and American workers and to span our traditional differences.

"It used to be said that what is good for business is good for the nation," Presser concluded.

"Now we should say that what is fair for both management and unions is good for the nation in which they live and work together. On that premise," Presser promised, "you can build a stronger party, and we can build a better future for American workers."



Republican Convention Addresses Serious Issues; Festive Spirit Enlivens IBT Group

n mid-August, an International Brotherhood of Teamsters delegation led by General President Jackie Presser and Secretary-Treasurer Ray Schoessling traveled to Dallas, Texas, the site of the Republican National Convention, to make the union's presence felt among the thousands of GOP delegates and party faithful there.

On Sunday, August 19, the day before the GOP Convention officially opened, General President Presser took the opportunity of being in Dallas to address a special meeting of Teamsters Local Union 745. Over 2,000 rank-and-file members attended the session and heard a rip-roaring speech from Jackie on the importance of political activism at all levels of government. The Teamsters President pointed out that the improvement of many services at the International were directed toward strengthening our political and legislative clout

and encouraged the members of Local 745 to utilize them.

One program that the members of Local 745 need no encouragement on is DRIVE.
Charles Haddock and Charles Rogers, the principal officers of the Dallas local, had the honor of presenting Mr. Presser with a DRIVE check for \$118,000, the largest from any Teamster local this year.

On Monday morning, the IBT hosted a breakfast at the 2001 Club in Dallas honoring Secretary of Labor Raymond Donovan and Reagan-Bush Campaign Director Edward Rollins. The breakfast was well attended, with over 150 invited guests and scores of media. The crowd was treated to brief speeches by Donovan and Rollins, as well as General President Presser. All made essentially the same point: the Republican party, if it is to broaden its base, must be willing not only to listen to workers' concerns, but to act upon them.

The GOP Convention officially commenced hours later at the Dallas Convention Center and so did the Teamster hospitality suite at the Fairmont Hotel in downtown Dallas. The hospitality suite was hosted by General President Presser and Secretary-Treasurer Schoessling and staffed by a number of IBT representatives. Hundreds of visiting GOP delegates and officials accepted the Teamster invitation each day to drop by and chat with Presser and Schoessling.

The Teamster suite, which stayed open throughout Convention week, quickly hit the top of the delegates' popularity list for such events and drew delegates literally from all over the country, many of whom, upon greeting Jackie and Ray, said they had never met a Teamster before. The warmest comments came from members of the Texas delegation who were staying at the Fairmont Hotel and who confessed that in their neck of the woods "union" was an obscene word. They were pleasantly surprised, they said, to learn that union members didn't have horns and were just plain folks. They promised to take their newfound impressions back home to their towns and counties.

On Thursday, August 23, the biggest Teamster Convention event took place—a buffet dinner honoring GOP Women in Politics. The reception room at the Fairmont Hotel was filled to capacity as over 500 guests came streaming through the doors for a chance to meet President Presser and Secretary-Treasurer Schoessling and partake of the lavish buffet.

Notable attendees included: Senators Ted Stevens (AK), Jim McClure (ID) and Orrin Hatch (UT); Congressmen Phil Gramm (TX), Sherwood Boehlert (NY), Benjamin Gilman (NY) and Henry Hyde (IL); White House Labor Liaison Douglas Riggs, White House Public Liaison Faith Ryan Whittlesey and Secretary of Energy Donald Hodel.

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A number of state and city officials, including Governor Robert Orr of Indiana and former Cleveland Mayor Ralph Perk, also showed up, along with scores of Republican state party chairmen.

The event was counted a huge success as our Teamster representatives got the chance to mingle with the party leaders in an informal setting and state our case on issues of importance to us. More formally, Teamster representatives journeyed to the Dallas Convention Center each night to work the delegates on the convention floor and let them know exactly

where we stand on a variety of government policies. They were also there to hear and analyze the speeches of the GOP party leaders for recognition of labor's interests and watch as the Convention unanimously renominated President Reagan and Vice President Bush.



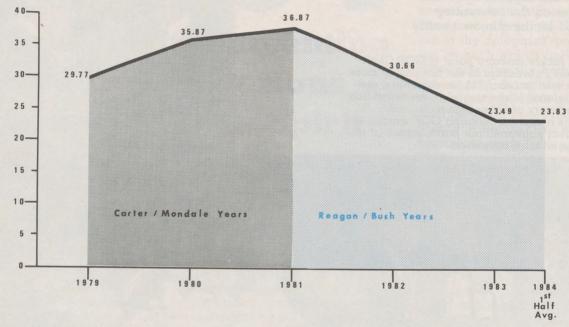
At right, Jackie makes a point to GOP Chairman Frank Fahrenkopf in the hospitality suite. Below, a visit to Local 745 headquarters, convention related barbecue/rodeo, breakfast honoring Secretary of Labor Donovan, and Teamsters reception honoring GOP women in government enlivened our participation at the 1984 Republican Convention.

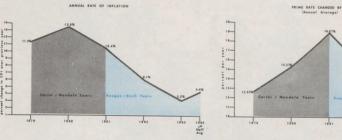


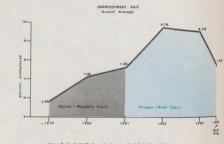


Teamsters' Updated Misery Index Shows We Are Better Off Economically

MISERY INDEX
Prime Rate + Unemployment Rate +
Inflation Rate = Misery Index







We in the Teamsters believe that an informed voter is a better voter, and for that reason, last month updated the "misery index," comparing inflation, the prime rate and the unemployment rate over the 1979–1984 period, that we presented to you in June.

The new statistics cover also the period through June 1984, and are our attempt to provide you with the most concise, accurate economic forecasts we can to aid you in your decision-making this fall.

As you will see from the figures, these indicators continue substantially stable, despite upswings in the prime rate and inflation that are predicted to swing back down by early next year.

We urge you to consider all factors as you study the candidates in campaign '84, and then, get out there and vote. Remember, your vote is your most precious right as an American citizen. There wouldn't be much difference between us and the Poles without it!

POLL RESULTS

embers of the International Brotherhood of Teamsters, asked to vote last month in a straw poll on the 1984 presidential candidates, gave their support to the incumbent, President Ronald Reagan, with 53.6% of their votes to 43.3% for his Democratic challenger, Walter Mondale.

The poll results, which closely matched national sentiment following both party conventions in August, were determined after a three-week polling of the Teamsters' membership. All in, 25,841 ballots were returned.

The survey revealed that President Reagan carried 36 states, to Mondale's 11, plus the District of Columbia. Two states, Alaska and Hawaii, had too few ballots returned for the results to be conclusive, while one, Mississippi's, was a

tie vote. The results were tabulated by an independent firm.

Aside from presidential preference, the Teamster ballots also asked members to indicate which of a number of economic and foreign policy issues would be important factors in their decision-making this fall. Although the ballots were "blind," in that anonymity was requested, respondents also were asked to indicate their age, sex and political affiliation.

From the survey it was clear that "this year, pocketbook issues dominate, particularly interest rates," Teamsters General President Presser noted after the tally. Nearly 80% of the respondents checked off interest rates as the primary issue this year. However, our members are also still very concerned over the deregulation question and have let us know it.

The Result:

REAGAN: 13,851 or 53.6% MONDALE: 11,189 or 43.3% UNDECIDED: 801 or 3.1%

Age of Respondents

nespond	ients
18–30	11%
30-45	29%
45-60	38%
Over 60	22%

PARTY AFFILIATION OF RESPONDENTS

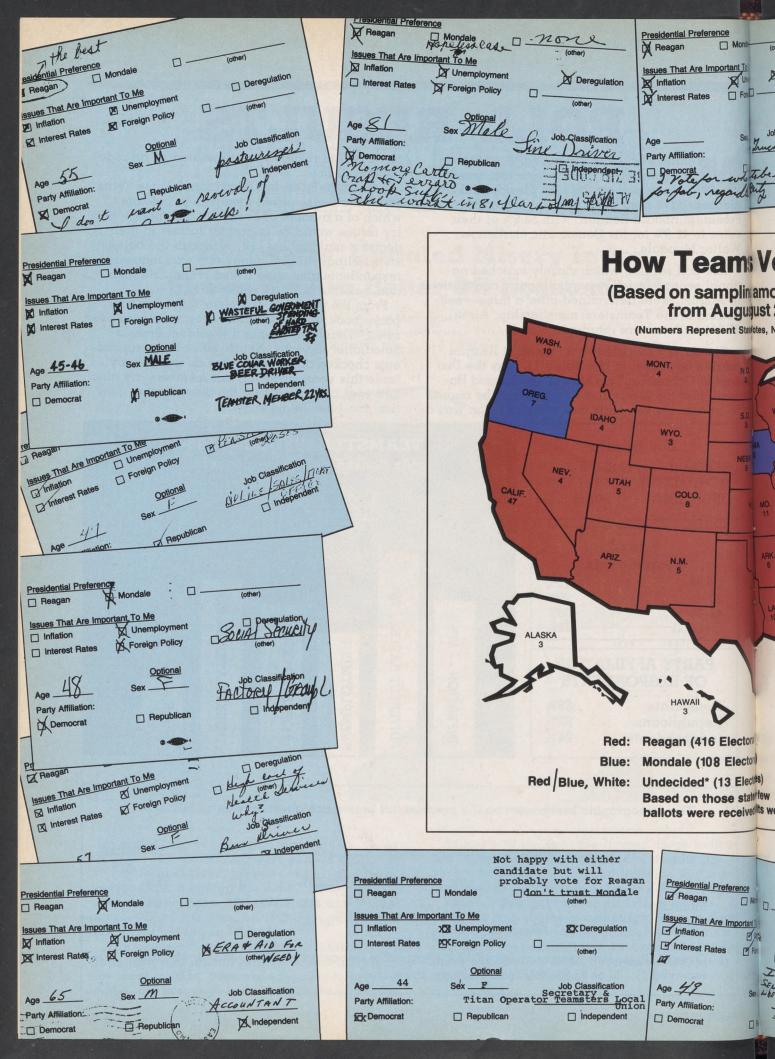
Democrats 53% Republicans 23% Independents 24%

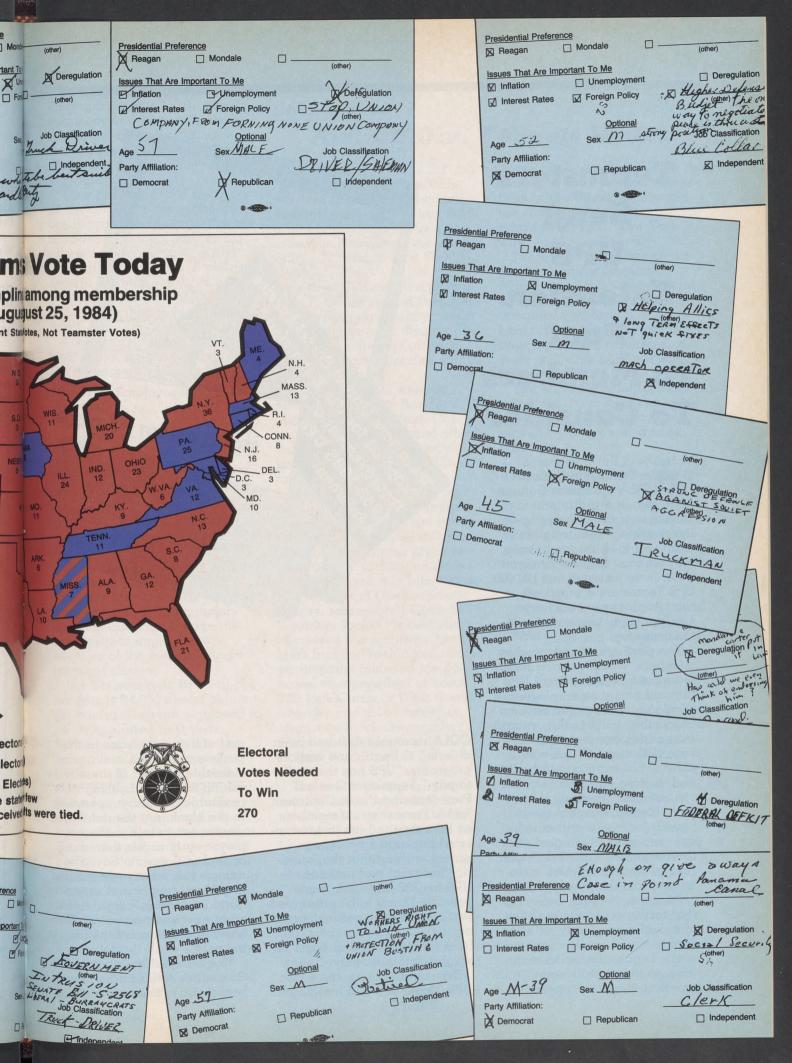


The demographic breakdown on the presidential preference question was as follows:

	Male	Female	18–30	30–45	45–60	Over 60
Reagan	59%	50%	53%	53%	51%	55%
Mondale	39%	46%	42%	44%	46%	44%
Other	2%	4%	5%	3%	3%	1%

Overall, President Reagan received 13,851 favorable responses or 53.6%. Walter Mondale received 11,189 or 43.3%. 801, or 3.1% were undecided.





Teamsters Send UPS Extension Pact To Members To Consider

he Teamsters National UPS Negotiating Committee, in a bid to provide members of the prospering delivery system with tangible rewards for their efforts to keep the company's operations profitable, have just sent our 100,000 UPS Teamsters a proposed contract improvement and extension package negotiated with the company.

The package, if approved by members, would provide immediate cash bonuses to all UPS full and part-time employees, a 68¢ per hour wage increase on September 4, 1984, with guaranteed additional increases in both 1985 and 1986, as well as substantial increases in health and welfare and pension plan contributions covering members. Guarantees that these benefit increases will match any increases negotiated under the Teamsters National Master Freight Agreement also were written into the proposal.

Teamster leaders, believing that facing economic realities and dealing squarely with the members are the only way to operate, began their talks with the company late this spring in an effort to regain two previous TEANOTES

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COLA increases that had been diverted to health and welfare programs. "UPS has the abilityto-pay," Teamsters General President and Union Chairman Jackie Presser wrote members as he submitted the just-formulated package for their approval, adding that the "superior financial performance of UPS in 1983 and 1984, made possible through the effort, dedication and high productivity of our 100,000 plus members, allows for a substantial boost in wages at this time."

Teamster leaders knew that UPS Teamsters had had no real cost of living increase in their pockets since 1982 and a considerable number of them were asking for relief. Looking at a profitable company, operating in the black, not the red, Teamsters opted to talk to the employer early rather than wait, as is traditional, to have the talks follow what are expected to be hard-fought and intensive National Master Freight talks early next year, given the deteriorated condition of the freight industry.

The National Negotiating Committee left it to the members to judge the merits of the proposal, which guarantees UPSers increases in all three years covered by the 35-month extension, as well as guarantees on their benefits and special protections against runaway inflation.

They predicted that members of the company are astute and intelligent enough to realize the realities of today's bargaining climate in transportation and will opt for sound wage and benefit increases now, rather than the prospect of illusory gains more than a year from now.

The committee noted in its analysis of the proposal that the agreement will provide:

Full-Time Employees:

				-	
in	1984				\$2,414,40
in	1985				\$2,454.40
in	1986	(ll mo	s.) .		\$3,203.19
	GRAN	ID TO	TAL		\$8,071.99

+ Substantial H/W, Pension Increases

Part-Time Employees:

in 1984		 	-			\$1,207.20
in 1985						1,227.20
in 1986						1,601.61
GRAN	220	-		•	•	\$4,036,01

And these figures are based on 40-hour (full-time) and 20-hour (part-time) weeks, excluding overtime, with no projections for additional wage increases that might come because of the cost-of-living adjustment clause.

Such a pact puts UPS full-timers nearly \$4,000 ahead before the contract is even supposed to be renegotiated next year. Millions of workers wish they could do as well this year as UPSers will, with this extension. Instead they're continuing to take cutbacks and givebacks and real concessionary contracts. That's not the game that Teamsters play and never will be. We believe in negotiation, not collaboration, and in facing reality, rather than sticking our heads in the sand.

This contract looks at the realities and comes out \$8,000 on top for full-timers. Members will, of course, vote it up or down, with UPSers' ballots due back by September 10, 1984.

Division News

Airline Div. Targets Issues

epresentatives of IBT
Airline Division locals
from all over the country
and some overseas points held
a highly productive series of
meetings throughout the week
of July 23, 1984 in New York
City

Airline Division Director William F. Genoese said they were held to formulate policy, select organizing targets, discuss the problems of specific airlines and tighten coordination within the division.

Representatives were on hand from Hawaii, San Juan, Miami, the West Coast, Chicago, Boston, Dallas and other locations. All the division's problems were discussed in detail.

Walter Wallace, senior member of the National Mediation Board, exchanged ideas with the Teamsters at one meeting. The board regulates both the railroad and airline industries.

Paul Locigno, the International's Director of Governmental Affairs, represented General President Jackie Presser and discussed the problems Teamsters face in Washington. Other participants included Joe Konowe, vice president of Local 732; Jack Curtis, a West Coast attorney and an authority on Employee Stock Ownership Plans; and Teamster attorneys Roland Wilder and Wilma Liebman.

The meetings represented a solid week of hard work, including discussions of the impact of deregulation on the airline industry, bankruptcies and concessions by various groups of workers.

General President Presser sent word that the Airline Division can depend on his full support.

The Pan American World Airways System Board met during the week, as did the Air Canada System Board. Air Canada

locals also got a briefing on the closing of Air Canada sales offices in the United States and the consolidation of its reservations operation in New York City.

There were meetings on the problems at Aeromexico, Avianca and Executive Jet and a report on the resumption of operations by Braniff after its bankruptcy. The Air Florida bankruptcy was discussed, as were problems at World Airways and TIA.

The bankruptcy legislation, which the Teamsters supported and which was recently approved by Congress, was explained.

There was a full discussion of the current trend toward the formation of holding companies by a number of airlines. By taking the holding company route, the airlines can set up non-union subsidiaries and contract out work that should be done by union members.

enoese stressed the need for better communications and cooperation among the Airline Division locals

He said the airline business will be around for a long time and there is a constant need to pull together a complete and effective program to give airline employees the representation they need.

It was pointed out that the Teamsters never abandoned their members at Braniff and were instrumental in getting the company back in business after months of bankruptcy.

The Teamsters are also continuing to give full support to the pilots at Continental Airlines who were forced to strike after the company declared bankruptcy in order to tear up its union contracts.

Genoese called the week of meetings a resounding success.

Weinmeister Shares Football Hall of Fame Honor with Teamsters

he weekend was billed "A Little Magic," and there certainly was magic, and excitement, in the events surrounding the induction of this year's enshrinees into the Football Hall of Fame in Canton, Ohio, especially since one of those being inducted was our own Teamsters International Vice President Arnie Weinmeister.

Weinmeister, one of four top pro players accorded that rare honor the weekend of July 27, could be justly proud after all the kudos coming his way in honor of his six-year professional football career, beginning as a defensive tackle with the New York Yankees of the All-America Football Conference in 1948 and concluding in the same spot with the New York Giants of the National Football League from 1950-1953.

As a token of how good Arnie really was, one former pro player and fellow Hall of Famer, Pete Pihos, was heard to remark to a fellow player, "That Arnie Weinmeister was the toughest, fastest S-O-B I ever played against in my life. He really deserves this."

It was an action-packed weekend, attended not only by Arnie, his wife, Joey, and son Jason, but by Teamster Vice Presidents Jesse Carr, Don Peters, Harold Friedman, and a host of other Teamster leaders and Weinmeister family members.

Among the whirlwind events honoring the enshrinees was a Mayor's Breakfast, the kickoff event at which enshrinees received special blazers they would wear all weekend. a

fashion show luncheon, a gala Enshrinees Dinner, and a colorful Festival Parade at which more than 300,000 would gather as colorful floats, marching bands, clowns, horses and special parade units all joined in the tribute to the enshrinees.

Highlight of the weekend, of course, were the Enshrinement Ceremonies, at which each enshrinee's bust was unveiled and placed in a special place of honor in the 1984 enshrinees hall, following which they will receive places of honor in the Hall of Fame proper. This was followed by a challenging pro football game at which the inductees were again acclaimed for their contributions to the game, this year pitting the skills of the Seattle Seahawks against the Tampa Bay Bucca-

"Agile, fast, dedicated, dominating, aggressive, rugged, awesome"—those were just a few of the adjectives used to describe this gridiron great's prowess as a defensive tackle.

Few, coaches and players acknowledged, have ever been so dominant at their positions as Arnie was as defensive tackle. After earning all-AAFC honorable mention as a rookie, he then won first team all-AAFC honors in 1949 and unanimous all-NFL selection all four years with the Giants. He also was picked to play in the NFL's Pro Bowl each of the first four years of that post-season classic.

Because he had the ability to range far and wide to knock down opposition ball-carriers out in the open field, Arnie became one of the first defensive players to captivate the masses of fans the way an offensive ball-handler does.

"Arnie was bigger than most who played at that time and he had great speed," recalls Tom Landry, the present-day Dallas Cowboys coach who was a teammate of Weinmeister's for five seasons. "He could go from sideline to sideline because he was probably the fastest lineman in the league. He could outrun most of our big backs."

Weinmeister's speed was, in fact, the focal point of a piece of Giants' humor that was recounted again and again during "Football's Greatest Week-end." During his years in the NFL, it seems one of the Giants' favorite stunts was the training camp races, when assistant coach Jim Lee Howell would casually match Big Arnie against his rookie ends in a 100vard dash. When Weinmeister won-and he never lost-Howell could scream at his rookies: "How do you ever expect to make the Giants when you can't keep up with a big, fat tackle?"

Weinmeister did have size and speed and utilized those assets to take advantage of other abilities, such as a natural football instinct that made him a master at diagnosing opposition plays and then personally thwarting whatever was attempted.

It was all these skills and more that prompted the Hall of Fame Selection Committee to name Arnie to the prestigious Hall's ranks, along with this year's other inductees, Charlie

(Continued on page 22)





Velcome Enshrines



PROFESSIONAL FOOTBAL

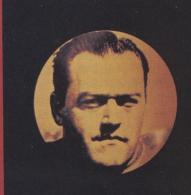














DEFENSIVE TACKLE...6-4, 235
1948 New York Yankoes (AAFC)
1949 Brooklyn-New York Yankoes (AAFC)
1950-1953 New York Glants











HALL OF FAME

Taylor, veteran wide receiver for the Washington Redskins; Mike McCormack, acclaimed tackle for the Cleveland Browns, and Willie Brown, renowned cornerback for the Oakland Raiders.

It was pretty heady company, but then so are the 122 other illustrious enshrinees inducted since the Hall of Fame's creation in 1962. Sammy Baugh, George Blanda, Jim Brown, Dick Butkus, Otto Graham, Harold "Red" Grange, Elroy "Crazylegs" Hirsch, Sonny Jurgensen, Marion Motley, Ray Nitschke—these are but a few of the illustrious gridiron specialists who have thrilled sports fans over the years, and whose company Arnie has just joined.

Weinmeister, the only enshrinee who completely left the sports arena after his retirement, brought true honor to Teamsters by sharing the award with them throughout the weekend, in questioning by reporters, and finally, in his acceptance speech, on enshrinement.

It was clear that Arnie was as proud to be a Teamster as he is a new member of the Football Hall of Fame. He conceded later that he hopes the personal honor continues to reflect glory on the union that has been his life since he left the gridiron and that, in studying his career, people learn a little more about the Teamsters, too.

The enshrinement itself was an emotional moment for the Teamster leader. Not only did he hear his career praised by the likes of NFL Commissioner Pete Roselle, but he and the other enshrinees received best wishes from the President of the United States who, aboard Air Force One on his way to the Olympics, took time to laud each of them on the "outstanding honor" being bestowed on them. "Charley, Mike, Willie and Arnie, you are the greatest. I am proud of all you've contributed to this wonderful game of football over the years," Ronald

Reagan said, in commending the athletes.

His presenter, Washington State Lt. Governor John Cherberg, a former coach of Weinmeister's, would add to that when summarizing the exceptional talents Arnie had demonstrated in both college and professional play. "The man was the best defensive tackle in profootball history," Cherberg stated, in noting that today he is a "triple threat: a fabulous football player, one of Washington State's finest citizens and a great union leader and a man who is a true human being."

In acknowledging the accolades Arnie commented, "It's a big moment. It's the most signal honor anyone who ever played in the NFL could ever hope to achieve. And the longer it takes to come, the sweeter it is, far more so at this age than early on." Arnie's advice to the thousands of youngsters out there who one day hope to break into the big leagues? "Try to perform to the best of your abilities. That calls for sacrifices and the kind of training that goes beyond the average. But if you're willing to do that, you can succeed.

Teamsters Fight to Save Jobs

Presser's call to arms for political action after taking office, that's become a real priority for a lot of Teamsters' locals.

In New York City, faced with a state assembly proposal to deregulate the state's milk industry that would have threatened countless Teamsters' jobs, Local 584 hosted a day-long seminar to alert New York State legislators of the problems such a measure would pose. Deregulation, as the Teamsters emphasized, would not only eliminate members' jobs, but would reduce state revenues and hurt consumers, something other Teamsters have seen with both trucking deregulation and deregulation of the communications industry. Such strong effective union activism is the best way, the Teamsters think, of protecting our own interests and those of our fellow consumers.



Here joining Local 584 President Willie Whelan (third from left) in lobbying for members' jobs are, from left: Edward Rowe, president, IBT Local 65, Hornel, N.Y.; State Sen. Lloyd Riford, Auburn, N.Y.; Whelan; N.Y. Assembly Speaker Stanley Fink; Terence Majak, business representative, Local 182, Utica, N.Y.; Paul Bush, president, Local 506, Auburn, N.Y.; Richard Hodges, secretary-treasurer, Local 693, Binghamton, N.Y., and Irving Wood, vice president, Local 669, Albany, N.Y.

IBT Education **Dept. Conducts** Leadership Seminar In Denver

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enver, Colorado Teamsters Joint Council 3 and the Western Conference of Teamsters, in an effort to keep their officers attuned to the needs of the times, recently hosted a three-day leadership seminar.

More than 70 local union business agents, trustees and officers attended the session conducted by the International Union's Education Department, participating in lively workshops dealing with labor education, political action and organizing.

Harry Marshall, president of the Denver-based joint council, opened the program and welcomed the delegates.

Individualized give-and-take sessions addressed a number of questions relevant to labor

leaders today.

Education Department Director Art Kane, who chaired the sessions, began by explaining what the union hoped participants would gain from the program and went over the program content, while Assistant Director Sally Payne discussed labor education at the IBT in terms of direction and goals.

In a nuts-and-bolts seminar on legislation and political action, Colorado Teamsters went through the whole legislative process with IBT Legislative Director Dave Sweeney. They learned how committee mark-



ups, advisors and testimony can impact on a final piece of legislation, discussed the importance of PACs to the political process, and learned how they could make a difference in terms of grass roots legislative activity, by educating their members, providing voting records and getting involved. They also heard a detailed analysis of legislative issues facing the Teamsters, getting pointers on identifying key issues in a question-and-answer session with the Teamsters' veteran lobbyist on the hill.

Another comprehensive program centered on organizing, and with IBT Organizing Director Vicki Saporta chairing the action assisted by Local 853 Vice President Rome Aloise and the Western Conference's Rose Ann DeMoro, delved into an intensive course on organizing.

Here, in a two-part session, participants got a comprehensive look at targeting, researching and planning an organizing drive, along with a complete how-to-accomplish it course.

Delegates saw an impressive film showing them the type of anti-union tactics they might expect from an employer at the height of a campaign and engaged in role-playing of union organizing and employer captive audience sessions.

In a related area, local officers heard an overview on the legal avenues available to them in organizing drives, engaging in workshop exercises to learn to deal with decertifications, for example. They also focused on techniques for campaigns in office, clerical and industrial settings.

Delegates lauded the way the two-day program had been structured to allow time for active involvement by participants and emphasized the timeliness and relevance of the topics discussed.

A special guest at the mid-July session was IBT Vice President George Mock, who was awarded a plaque in honor of his devotion to the union by delegates, all of whom wished him well as he entered retirement.

Keeping the Teamsters' education programs ever-attuned to the needs of our members and the evolving labor movement is a key goal of our officers.

The IBT Education Department's job is to make sure our members get the newest and best tools available. Currently, IBT leaders are developing new educational programs at headquarters that will more closely identify the needs of our officers so that we can target solutions to assist them.

If you want to be the best, you have to provide the best-And we do!

WINNERS!

Teamsters Take Top Honors At National Truck Roadeo, School Bus And Auto Transporters Competitions

eamsters have long maintained that a unionized vehicle operator is a better driver, a point reemphasized recently by Teamsters members' outstanding showings in not one, but three, national awards competitions.

t this year's National Truck Roadeo, held the weekend of August 18 in Indianapolis, Ind., more than 250 state roadeo champions from 42 states competed in national finals, many, many Teamsters among them.

When the grueling competition was over, and each driver's safety and equipment skills and driving prowess had been rigorously tested, six Teamsters emerged at the top of the heap, taking top honors in the straight truck, three-axle, fouraxle, five-axle, tank truck and flatbed truck competitions. (How we let the twin-trailer competition get away from us is anyone's guess.) Minnesota Teamsters also won the grueling team competition.

Proving that they're tops among the nation's best drivers were, in the:

Straight-Truck Class: Lyle Ray Gruntorad, 44, a driver for ANR Freight System of Teamsters Local 544, Omaha, Neb. member, who scored an incredible 758 out of 800 competition points possible.

Three-Axle Class: Arthur W. Gruenbacher, 49, a Consolidated Freightways driver and member of Wichita, Kan. Teamsters Local 795, who scored an also high 748 points.



Top winners of this year's ATA-sponsored National Truck Roadeo include, from left, kneeling: Lawrence Raison, flatbed truck; Ralph Lange, tank truck; Lyle Gruntorad, straight truck. Standing, from left: George Holik, five-axle tractor-trailer; Richard A. Gillespie, four-axle tractor-trailer; Arthur W. Gruenbacher, three-axle tractor-trailer, and Robert Lee White, twin-trailer combination.

Four-Axle Class: Richard A. Gillespie, 41, a Blaine, Minn. Century Motor Freight, Inc. driver and member of Minneapolis Teamsters Local 544, who touted up 742 points.

Five-Axle Class: George P. Holik, 53, a Chicago Local 705 Teamster who drives for Steve J. Dunne Cartage Co., out of Lemont, Ill., and a repeat winner since he took national champion honors in the flatbed class in 1983.

Tank Truck Class: Ralph K. Lange, 57, a driver for Matlack, Inc. out of Clarksboro, N.J. and member of Chester, Pa. Teamsters Local 312.

Flatbed Class: Lawrence W. Raison, 39, a driver for P.&C. Food Markets, Inc. of Syracuse, N.Y., and proud member of Teamsters Local 317.

Taking top honors in the seventh category, that of twintrailer class, was Robert Lee White, 43, of Idaho Delivery & Assembly in Nampa, Idaho.

In addition to these top winners, pictured here, some other drivers did some pretty impressive and award-winning work and deserve equal attention.

Winner of the 1984 Sontheimer Award, presented to the driver who best exemplifies attitude, dedication, commitment to safety and ability, was Robert W. Sherman, 43, of the Exxon Company, U.S.A., from Richmond, Va., an entry in the tank truck competition.

James R. Hansen, Milwaukee Motor Transportation Co., was the winner of the ATA Vehicle Condition Award, presented to the Roadeo driver who best demonstrates exceptional knowledge of equipment and evidences concern for everyday safe operating conditions. Hansen, a Wood Dale, Ill. resident and Local 705 Teamster, was a tank truck finalist.

Winning the Team Trophy, presented to the top-scoring team of drivers entered in the roadeo, was the group representing the state of Minnesota, all of whom were Teamsters!

This award-winning team of drivers included: Gerald Pitra, 32, Maple Grove, IBT Local 544, who drives a straight truck for Super Valu Stores; David Knoblock, flatbed truck, a Teamsters Local 120, St. Paul member, E.L. Murphy Trucking Co.; James Nalipinski, 43, tank truck, Inner Grove Heights, Teamsters Local 120, Midwest Motor Express; Leo Plumley, three-axle truck, IBT Local 120, American Fruit and Produce Co.; Richard Gillespie, four-axle truck champion, Century Motor Freight, and an IBT Local 544'er: Robert Forrest Hart, 40, five-axle truck, Columbia Heights, Teamsters Local 120, Motorways Limited, and Lester Jerome Spencer, 35, Cedar, Midwest Motor Express, Inc. and a member of Teamsters Local 120.

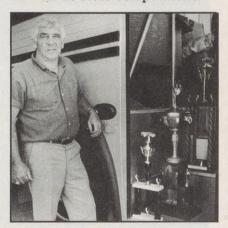
pholding Bellingham,
Washington Teamster Local 23l's honor with
flying colors at the 14th Annual
National School Bus Safety
Road-eo held in Anchorage,
Alaska, during the week of July
15, 1984 was Alex MacDonald, a
driver-mechanic and drivertrainer for the Bellingham
School District.

MacDonald outmaneuvered 64 other competitors from 23 states and Guam to win the Grand Championship at this year's annual competition. Another Local 231 member, Ed MacNamee, also of the Bellingham School District, finished fourth in the contest of driving skills.

Winning the competition was no small feat, either, according to MacDonald, a 13-year Teamsters veteran who estimates that he's driven some 250,000 miles in his 14 years as a bus driver for his school district. During the competition, which consists of written exams, right turns, and driving through tight spaces, you sometimes had as little as one inch of maneuvering room, he says. One test requires drivers, for example, to take their passenger-side wheels through pairs of tennis balls set 31 inches apart, with the bus tires taking up 28 of those 31 inches. Obviously, there's little margin for error.

Complicating the contest is the fact that all competitors must use the same kind of bus. in MacDonald and MacNamee's cases, requiring them to use totally unfamiliar vehicles. The duo point out that both the engine and rear axles were in different spots than the models used by the Bellingham School District, and the outside mirrors, crucial to rolling dual tires to an exact spot, were not adjustable, as theirs are. Nonetheless, MacDonald overcame the challenge masterfully, scoring 560 out of a possible 600 points, with his nearest competitor, David Clark of Minnesota, scoring 549. MacNamee grabbed fourth place with a very respectable 535 competition points.

To reach the finals, both drivers had to compete in regional as well as state competitions.



The 1984 National School Bus Safety Road-eo Grand Champion, Teamsters Local 231 veteran Alex Mac-Donald, shows off the results of his prize-winning bus maneuvering efforts.

o round out this array of real Teamster winners, we have New Orleans,
La. Local 270 member and union steward Wallace E. Hewitt.

Brother Hewitt, employed by The Motor Convoy, Inc. at its Port Allen, La. terminal, was recently accorded "1983 Driver of the Year" honors by the National Automobile Transporters Association at an awards dinner held in Dearborn, Michigan.

This 30-year-plus Teamsters veteran has been employed in



National Automobile Transporters Association Driver of the Year Wallace E. Hewitt, a Teamsters Local 270 member and steward, accepts his award from the group's chairman of the board, Guy W. Rutland III.

the auto transport business for more than 34 years now, accumulating more than 2.9 million accident-free miles of driving with an extremely low cargo damage frequency record, and virtually no lost time injury instances to his record. Hewitt has been a Teamster since 1944, first with Local 878 in Little Rock, Ark., and since 1962, with Local 270. His advice to anyone wishing to become a professional driver, given at the awards ceremony: "Know safe driving rules, but more importantly, constantly practice those rules!" That good advice has obviously been practiced by Brother Hewitt in his own impressive driving career.

Congratulations, Teamsters! If a company wants to know where to find an experienced, driving "professional," all they have to do is go to a Teamster, obviously!

World Outcry Results in Polish Amnesty; Caution & Scrutiny Remain Watchwords

general amnesty announced by Polish leader General Jaruzelski in July was greeted with mixed feelings by the Solidarity movement and its supporters—with hope, because longtime jailed Solidarity activists were being released after one, two or three years in prison, and trepidation, because Solidarity had to adopt a wait-and-see attitude on whether, as with previous amnesties, activists would again be quickly imprisoned on trumped-up charges at the first chance.

Within days after the amnesty was announced, most of the admitted 650 political prisoners covered by the amnesty were out from behind bars, as were key members of the most prominent group of 11, all former leaders of Solidarity or members of the related Kor group.

How long they stay free would decide how quickly Poland can begin claiming the financial help from the west that its economy so badly needs.

Solidarity's supporters watched anxiously to see what foreign governments' responses to the government's actions would be. That wasn't long in coming.

On August 3, the United States responded to the amnesty by declaring it would lift two more of the sanctions imposed after martial law was declared in 1981.

The Americans ruled that the Polish airline, Lot, can resume

scheduled flights to American airports and indicated that scientific exchanges between the two countries may resume. President Reagan also agreed in principle to stop blocking negotiations on Poland's membership in the International Monetary Fund. That decision, which came as a relief to the cashstarved Polish government, had a string attached. The Reagan Administration stipulated that no political prisoners released under the amnesty be sent back to jail. Poland and western governments also had to agree first on rescheduling Poland's government-backed

"Why do the working people in Poland—and everywhere else for that matter—have the right to such a dialogue? It is because the working man is not a mere tool of production, but rather he is its subject, who, throughout the process of production, takes precedence over capital. By the fact of his labor, man becomes the true master of his workshop, of the process of labor, of the fruits of his toil, and of their distribution. He is also ready for sacrifices if he feels that he is a real partner and has a say in the just division of what has been produced by common effort."

-Pope John Paul II, during a visit to Poland in 1983

debts, talks on which broke down early this summer.

Ensuring that the newly amnestied opposition stays out of jail may be hard. Kor's Adam Michnik, it was reported by the media, had to be carried out of Warsaw's prison gates, since he refused to accept that he has done anything to be amnestied for, and wanted his day in court.

Wladyslaw Frasyniuk, who ran the Solidarity underground in Wroclaw before his capture, quickly slipped his police watchers to meet Zbigniew Bujak, the head of the Solidarity underground in Warsaw. Andrzej Gwiazda, a former deputy leader of Solidarity and one of the first prisoners to be released, emerged from a meeting with Solidarity leader Lech Walesa in Gdansk to call for a full meeting of the banned union's national leadership. Earlier, both men had ruled out street demonstrations as counter-productive.

While those now out of jail seem willing to refrain from openly challenging the government, the approach of key Solidarity anniversaries, including the signing of the Gdansk agreement that gave birth to eastern Europe's first independent trade union on August 31, 1980, promised to test how viable the amnesty proves.

Because of the emotions involved, both the Roman Catholic church and Solidarity early in August called on Poles to give up vodka for the rest of the month—just as workers at Gdansk in 1980 were asked to give it up for the duration of the shipyard strikes. In a testing month, Poles would surely need their wits about them. The government was also anxious about public order and supported the anti-alcohol campaign.

The striving of a nation's workers for independent trade unions, just as our own revolutionary forces' efforts for freedom, will not be easily corked. The Polish primate, Cardinal Glemp, and Lech Walesa both warned the government that the amnesty could backfire unless it is prepared to allow "pluralistic" trade unions, meaning independent ones besides the government-supervised unions set up after Solidarity was banned. While the Polish government seems unlikely to agree to that concept, Solidarity's forces seem just as unwilling to take no for an answer.

Tens of thousands of workers have already put their lives and livelihoods on the line for Solidarity before. With assistance and support from free trade unions in other countries, along with our physical support through demonstrations, protests against repression and the publication of reliable information about Poland and Solidarity, augmented by Polish language radio broadcasts and the continued publication of books, periodicals and newspapers about the movement, it is harder for the government to hide the truth from the world.

hen the only alternative is the state-sanctioned union that can discriminate against non-members by giving members extra subsidized holidays and places in sanatoriums, by organizing the distribution of consumer goods unavailable in the general market, such as washing machines and refrigerators and certain foods, and giving their members the possibility of taking part in group tours abroad, it's obvious why the people fight on.

Solidarity reports that there are many cases of lifting penalties for workers who drink alcohol at work or go out during working hours, in exchange for becoming a member of the new unions. Blackmail is a fairly common response to people who refuse membership.

The reason for the incentives to join the unions are fairly obvious. The new unions, usually

Poles adopt a 'wait-and-see' Attitude

are too weak to force through any significant demands and since they are afraid to seriously defend workers' rights, often make informal deals with the management in the form of pacts of cooperation. As a result of their weakness, the new unions, in cases of disputes with management, usually turn to the government for solutions, making them even more politically dependent. So, too, is the government involved at the operational level above that of the factories themselves. The government has already agreed to the registration of over 100 interunion agreements on a branch basis, but since regional agreements are banned, requires that unions try and settle specific branch interests, pay, investments, supplies, etc., by again

turning to the state as an intermediary and supplier of the goods. This means that all demands of the official unions, e.g. a protest against the policy of price increases, although advertised by the official propaganda, have no effective influence on the decisions of the authorities.

n seeking the union pluralism that will give them a true voice in workers' affairs, Solidarity falls back on the October 1982 bill delegalizing Solidarity that talked about the return of union pluralism in December, 1984. However, in July of 1983, within the framework of the special legislation "for the period of bringing the country out of the crisis," it was said that only in October 1985 would the State Council be able to consider the possibility of the return of union rights.

Solidarity's Temporary Coordinating Committee (TKK) continues to hope for compromise with the government, as exemplified by this latest amnesty. But the basic demands of the union have not changed. They seek the freeing of all political prisoners and, at the same time, the creation of a formal political prisoner status, and secondly, union pluralism on the factory level with a concrete date after which it will be possible to form regional and national structures. Solidarity affirms that such anmesties to have any meaning must be unconditional and not, as in July 1983, linked to humiliating conditions that require a detailed account of one's activities and a confession to being a criminal. The actions of the authorities, Solidarity leaders point out, in the aftermath of this latest amnesty, will indicate whether any real compromise is realistically possible.

Solidarity will monitor events affecting workers in their Polish homeland carefully, and urges others who believe in a strong, free trade union movement to do likewise.

Teamsters/ITU Merger On Standby As Union Sorts Out Its Affairs

he International Brotherhood of Teamsters and its members watched from the sidelines last month as members of the International Typographical Union sorted out their internal affairs with a rerun election ballot that saw Robert McMichen elected as the group's new president over Joseph Bingel by a 28,167 to 15,296 vote, and two new vice presidents, Billy J. Austin and Bill Boarman, elected by defeating the incumbents, Robert Wartinger and Ray Brown. Canadian Vice President Allan Heritage and ITU Secretary-Treasurer Tom Kopeck were reelected to their posts.

The ITU election, in and of itself, is of no relevance to the Teamsters and their bid to bring ITU members into our ranks. It assumed importance, however, when the media and certain labor organizations entered into the election process, proclaiming it to be at heart a referendum on whether ITU members wanted to merge with the Teamsters, which it wasn't.

At presstime, the ITU election results had just been officially validated by the U.S. Department of Labor, monitor for the rerun balloting.

The election was a rerun of a vote last year in which Mc-Michen defeated Bingel by a narrow margin, after which Bingel refused to leave office when a union panel found improprieties in the election. McMichen's complaint to the Labor Department resulted in the new vote.

In an August 7 letter to ITU members, Teamsters General President Jackie Presser responded to a massive outpouring of calls to headquarters reaffirming support for the merger with his personal pledge that the Teamsters would "not walk away from our friends or our commitments."

Presser expressed his hopes that a merger referendum delayed by the rerun election



could proceed, once the election matter is concluded. He noted that with an injunction against the referendum extended until September 17 by a court in San Francisco and the referendum petitioned for by 178 ITU locals also delayed, little can be done until then to settle the situation.

The Teamster leader expressed his personal regret that the election had become a matter for inter-union rivalries and urged any other unions who have proposals to make regarding a merger to put their promises on paper. "We in the Teamsters have put our promises in writing and have assured your members that our union will not only preserve the accomplishments achieved by the ITU over the years, but we will assure a strong and vital future for your union in the printing industries."

Whatever choice is made regarding the ITU/Teamsters merger will be made finally by ITU members and officers. We in the Teamsters hope their officers have the strength and integrity to make those choices, based on the best interests of this valiant and venerable union's members, instead of petty self-interests and tunnel vision.

The challenges to today's labor movement call for strong, vigorous, indomitable and courageous acts, if any of our unions are to persevere, push ahead and prosper. Facing life's realities is, perhaps, one of the toughest tasks any union or labor leader has, but we in the Teamsters pride ourselves on doing that. We Teamsters pray that ITU officers are up to that task, too, and don't, as they did in the late 1960s and early 1970s, ignore the changing times and changing technological innovations, until it's too late to incorporate them into the union's lifestyle and work with them. Because, should that happen, ITU members will be the real losers!

e in the Teamsters have nothing to gain or lose from a merger with the ITU. While we can't force a vote on the issues, we won't walk away from ITU members until they tell us themselves they are not interested in what we have to offer. As ITU members know from negotiating with us at the bargaining table, we are tough enough to take the heat and have enough heart to keep on going, once we've committed ourselves to a cause.

The ball is in the ITU's court.

Teamsters Say 'Hallelujah' To Just Signed Legislation Overruling Bildisco

n July 10, 1984, the President signed into law bankruptcy court reform legislation which contains labor provisions vigorously pursued by the Teamsters. The new law covers airline labor contracts and all contracts covered by the National Labor Relations Act. It requires employers who file for bankruptcy to obtain court approval before modifying or terminating their collective bargaining agreements. This provision overrules the Supreme Court's February 1984 decision in the Bildisco case which allowed bankrupt companies to reject unilaterally their union contracts.

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The new labor provisions compel an employer which files for bankruptcy and seeks relief from its collective bargaining agreements to present a proposal to the union containing only those modifications of the agreement which are necessary to permit a reorganization. In other words, the company can not exploit the bankruptcy process to rid itself of unwanted contract provisions which have no bearing on its chances for economic survival. The company must then bargain in good faith with the union over the proposal, providing any relevant information which is necessary to evaluate the proposal.

Only if the union refuses to accept the company's proposals "without good cause," may the Court approve a debtor's motion to reject the labor contract, and then only if the "balance of the equities clearly favors" rejection of the contract. The law also requires that the company's proposal take into consideration all other creditors or parties in the reorganization procedure. In other words, unionized employees alone can not be made to bear the brunt of the sacrifices.

Organized labor had been battling fiercely for passage of labor provisions in the bankruptcy law ever since the Bildisco decision was issued. The law enacted was a compromise drafted by a House and Senate conference committee. That committee met on the night of June 28 into the early morning hours attempting to resolve the differences between the House bankruptcy bill, which contained strong labor provisions, and the Senate bill, which had no labor provisions. The labor provisions were the most controversial aspects of the bankruptcy legislation which was debated extensively on the Senate floor. The language finally agreed to parallels substantially a labor-backed amendment which Senator Robert



Our
Legal
Counsel
Says . . .
(NEWS OF NOTE TO

Packwood had introduced in the Senate but which never was brought to a vote.

TEAMSTER LOCALS)

The new law reverses the worst aspects of the Bildisco decision by making it impossible for a company simply to file for bankruptcy and then rip up its labor contract. The law encourages the parties to sit down and engage in frank and sincere collective bargaining in an attempt to resolve the financial problems privately, without the need for court intervention. The overall substance of the law should minimize the number of cases when a court will authorize the outright rejection of labor contracts.

The tremendous effort made by our local unions and members in communicating with their elected representatives about the problems of bankruptcy contributed substantially to this legislative victory. Without your voicing your concerns about the hardships of working people in bankruptcy situations, this legislation never would have been passed. Your help really made the difference!

IBT Inputs on Wide Truck Safety

he IBT has submitted comments to the public record in support of a requirement that the new 102-inch wide trailers permitted under the Surface Transportation Assistance Act of 1982 be equipped with 102-inch wide axle/tire tracks. Both the Bureau of Motor Carrier Safety (BMCS) and the National Highway Traffic Safety Administration (NHTSA) are currently in rulemaking on the issue.

In his comments to the record, IBT Director of Safety and Health R. V. Durham stated that a requirement to equip the 102-inch wide trailers with 102-inch wide axle/tire tracks is both "necessary and warranted."

Durham cited a recent University of Michigan study which showed that there is a 30% reduction in rollovers with the wider track and stressed that,

"A payoff of 30% in the rollover accident rate must not be ignored."

Furthermore, Durham went on to state that there are "substantial economic and safety benefits to be realized by requiring the 102-inch track in terms of reduction in death, injuries and damage to equipment" from rollover accidents. Durham concluded by commenting that such a requirement "should be instituted without delay."

The need for an axle/tire track regulation arose recently when a recommended practice of the trailer manufacturers calling for tire tracks to be the same width as trailers was withdrawn by the Truck Trailer Manufacturers Association (TTMA). TTMA had been under pressure by the railroads to rescind the practice so that rail-



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road "piggyback" operations could be facilitated.

In rescinding the practice, the door was left wide open for trailer manufacturers to equip the 102-inch wide vehicles with narrower tire tracks.

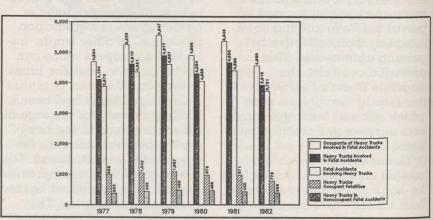
The IBT immediately expressed concern over such a move, at a National Motor Carrier Advisory Committee meeting, noting that stability is a problem with a wider trailer and a narrow track. The IBT petitioned both BMCS and NHTSA for this rulemaking.

FARS Study Shows Truck Deaths Down

espite increases in vehicle travel, traffic fatalities have shown a steady decrease according to statistics gathered by the National Highway Traffic Safety Administration (NHTSA) under their Fatal Accident Reporting System (FARS).

In particular, fatalities involving heavy trucks have shown a marked decline. Deaths of heavy truck occupants decreased 8.2% from 1980 to 1981, and dropped another 13.1% from 1981 to 1982. Other NHTSA FARS study results showed the following:

 More than two-thirds of the heavy trucks involved in fatal accidents had a "collision with motor vehicle in transport," considered the most harmful event.



*"Heavy trucks" include (1) single unit trucks with GVW greater than 26,000 pounds, (2) tractor-trailer combinations, (3) trucks with cargo trailer(s), and (4) truck-tractors pulling no trailer.

- Heavy truck frontal impacts are associated with the largest proportion of occupant fatalities.
- More than 90% of occupant fatalities involved combination trucks with one trailing unit. Combination trucks with two or more trailers were involved in 3.5% of occupant fatalities.

Although the percentage of

heavy truck occupant deaths is on the decline, there are still close to 800 over-the-road drivers killed in accidents each

The IBT Safety and Health Department will continue the fight to reduce driver deaths by obtaining crashworthiness protections and protective hours of service regulations for its members who spend their working lives on this nation's highways.

n defending Teamsters' interests, their representatives at International headquarters go the extra mile to guarantee that our voices are heard and our needs protected. Thus it was that IBT Safety and Health Director R.V. Durham, assisted by Suzanne Kossan and key legislative personnel, went before the House Subcommittee on Telecommunications, Consumer Protection and Finance on August 8 to testify on H.R. 6076, NHTSA amendments, a far reaching piece of legislation that, if enacted, could impact on key areas governing motor vehicle safety.

Durham was there to testify on a provision of the bill that calls for consolidating the functions of the Bureau of Motor Carrier Safety (BMCS) with the National Highway Traffic Safety Administration. He was part of a panel studying odometer reg-

Finding NHTSA's Niche

ulations and other provisions of the bill. Durham's statement reaffirmed agency restructuring proposals the IBT had endorsed previously before the House Subcommittee on Surface Transportation and the Committee on Public Works and Transportation.

"We believe combining
NHTSA and BMCS into a single
administration will give motor
carrier safety increased visibility within the Department of
Transportation" and foster
"more coordination in rulemaking, which in the past has not
always been the policy the two
agencies followed," Durham
stated.

The Teamster's testimony also came down heavily in fa-

vor of the establishment of a new legislatively created post that of a Deputy Associate Administrator for Motor Carrier Safety.

Durham noted that without such an ombudsman to ensure a "higher degree of responsibility for the administration of highway safety than is now available at BMCS, the merger would be simply 'nothing more than window-dressing'."

Durham added that the new post, as slotted, would give the Deputy Associate Administrator full responsibility for program effectiveness, direct access to the agency's Administrator and enhance the coordination of field operations by giving field personnel direct reporting access to the Deputy Administrator—all of which should result in a faster, more accurate way of gaining information and solving problems.

Safety Briefs

he IBT has gone on record in support of a short-term exposure limit (STEL) for the chemical ethylene oxide, a chemical commonly used to sterilize hospital equipment. In a letter to OSHA, IBT Director of Safety and Health R. V. Durham stated that there is an "irrefutable body of evidence" outlining the need for a regulation controlling peak exposures to the substance. Thousands of hospital workers are exposed to the material for very brief, high-exposure periods after the opening of hospital sterilizer chamber doors. Ethylene oxide has been associated with reproductive problems among hospital workers and is suspected of causing cancer.

Although OSHA's draft standard on ethylene oxide did include a limit on peak exposures of 10 ppm (parts per million) to protect hospital workers at sterilizer operations, the short-term limit was withdrawn from the final standard as a result of objections raised by the Office of

Management and Budget has claimed that there is no need for a short-term limit.

In his comments, Durham pointed out that there is a need for a short-term limit since the vast majority of workers exposed to ethylene oxide are exposed for "very brief exposure peaks followed by long periods of little or no exposure," adding that one-minute exposures have been recorded as high as 600 ppm, 60 times OSHA's original proposal on a short-term limit. Durham went on to note that studies on Finnish hospital workers and studies by Johnson & Johnson showing chromosome changes in workers are overwhelming evidence warranting a short-term limit. Further, Durham stated that the feasibility on instituting a short-term limit and controlling for peak exposure is "quite strong." Durham cited four industries which, absent a federal standard, have adopted in-house limits and successfully controlled peak exposures to the chemical.

he Motor Carrier Safety
Act (S.2174) remains
stalled in the Senate. Although scheduled to go for a
floor vote, the bill has been
held up by several Senators
who have expressed reservations about certain provisions.
The bill was introduced by Senator John Danforth (R.-Mo.).

The bill broadens DOT authority over motor carrier safety by providing for inspections of commercial motor vehicles, the assessment of civil penalties against violators of commercial vehicle safety standards, heavy truck research and a study of health hazards to which truck drivers are exposed. Speaking on the issue, IBT Director of Safety and Health R. V. Durham has said that the bill has "been a long time coming." Concerning the delay in the floor vote on the measure, Durham voiced a "call on all members of the trucking industry community to join with the IBT in working for its passage this year."

CONSUMERS CORNER

o the disappointment of many potential home buyers, recent sharp increases in mortgage rates have pushed their dreams of owning a home beyond reach. What is even more disturbing, however, is the effect rising interest rates will have on current home owners who borrowed money at variable interest rates. Rising rates could mean an increase in foreclosures as family budgets are stretched past the breaking point.

Two out of every three mortgages now being written are adjustable rate mortgages (ARMs). And there are some 150 varieties of adjustable rate mortgages being offered. Unfortunately, this profusion of rates and terms among ARMs is rather loosely regulated. It is, therefore, extremely important to read and understand the terms of any loan contract when shopping around for a mortgage. The Federal Trade Commission advises looking for the following: the initial interest rate; how often the rate may change; the initial monthly payments; how often the payments may change; the mortgage term; how often the term may change; the index that rate, payment or term changes are tied to; and the limits, if any, on negative amortization.

Changes in mortgage interest rates are usually governed by a financial index. Interest rates rise as the index rates do. In some mortgages, the rates will fall if the index does also. Examples of these indexes are the Federal Home Loan Bank Board's national average mortgage rate and the U.S. Treasury bill rate. Rates may also be pegged to the lender's own cost of funds. Generally, the more sensitive the index is to market changes, the more frequent

your rate can increase or decrease.

The interest rates of ARMs usually change every year. Some are fixed for periods of 2, 3 or 5 years, though. Rates that are fixed for multiple years bring with them higher rates than those fixed for only one year, but they are less subject to the uncertainty of changing rates.



It is important for any borrower interested in an adjustable rate mortgage to ask about the availability of a "cap." Caps limit the amount your interest rate may jump at the expiration of the rate period. This limits the borrower's risk.

The Federal National Mortgage Association is the nation's leading buyer of home mortgages in the secondary market. They will only buy mortgages that have given the borrower the option of a two percentage point cap on interest rates in any one year and a 5 percent point cap over the life of the loan.

It may be a good idea to look for mortgages with similar caps. This way, a 12 percent 30year adjustable rate mortgage could not rise above 14 percent after the first year and 17 percent over the life of the loan. A number of lenders offer variable rate loans at a very low initial rate. This is often a come-on. Realize that the terms will go up sharply after the period expires. Read the loan contract carefully to determine the true base rate.

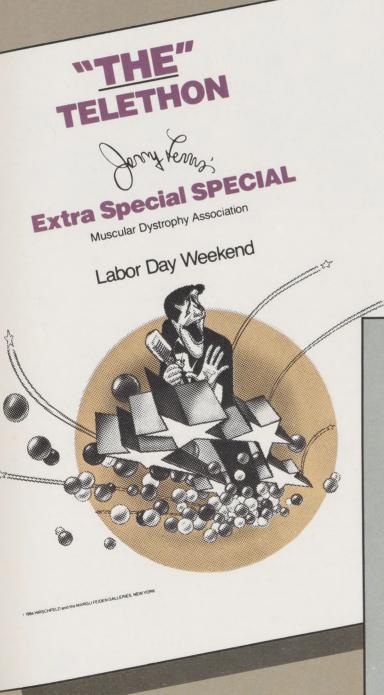
Speaking of rates, the National Council of Savings Institutions' Economic Advisory
Board has forecast that mortgage interest rates are expected to rise gradually over the next nine months, peaking at just over 15 percent.

The interest rate on 30-year fixed mortgages, now about 14.5 percent, is expected to rise to about 14.9 percent by the end of the year and to 15.1 percent by the end of the first quarter of 1985. The rate is expected to drop by about half a percentage point to 14.6 percent by this time next year.

If you anticipate trouble meeting your mortgage payments or are behind now because of rising rates or other problems, the U.S. Dept. of Housing and Urban Development urges that you contact your mortgage company right away. Talk with someone in the mortgage service department, and explain what has happened—that your mortgage payments are overdue or that you may not be able to make the next payment. Let them know the facts about why you are behind in your payments, and give them details about your current and future income. Ask for their help in rearranging the payment schedule so you will not lose the property.

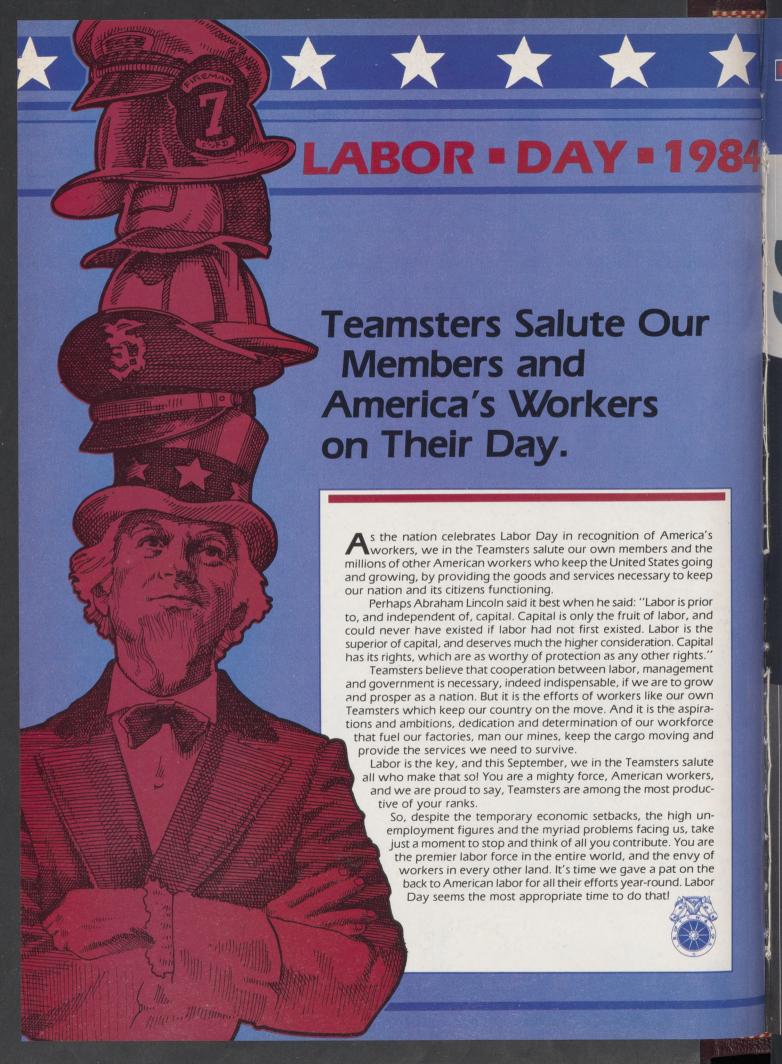
To learn more, write for the HUD pamphlet, "Avoiding Mortgage Default." Send your name and address on a postcard to the Consumer Information Center, Dept. 596 L, Pueblo, Colorado, 81009.

Teamsters Salute "The" Telethon



Labor's day, we join in lauding another laborer for a good cause—the Muscular Dystrophy Association. Working with MDA, the Teamsters are helping to eradicate the threat of neuromuscular disease. On Labor Day and year-round, we join in combating an invisible enemy that can cripple and handicap. Teamsters' dollars help make the difference in this battle and will, in the end, help conquer such problems. Your donation to MDA can help.

Won't you?





DEDICATED TO SERVICE

OCTOBER 1984



Teamsters
Roll Into
High Gear

THE PRESIDENT'S MESSAGE

hey've been called the "Silent Majority," apathetic Americans and just plain "turned-off" citizens. In reality, millions of voters out there HAVE dropped out of the electoral process, ignoring their right to vote. And behind that trend are a variety of reasons, ranging from apathy to a lack of clear choice among the candidates, the difficulty of registering, or our failure to seek them out and encourage them to participate.

As we approach Election Day, 1984, the statistics facing us are not optimistic ones. Just con-

sider the facts.

Despite intensive registration and get-out-the-vote drives and the fact that massive numbers of black voters and youth between the ages of 18-21 have been brought into the electoral process through voter registration legislation since 1960, we continue to see a decline in the number of voting Americans, even as the population of the nation and the potential ranks of voting age grow in number each year.

Of the 174 million persons the Census Bureau estimates will be 18 or older on Election Day, if we follow recent tradition, little more than half will vote.

Consider that turnout at the polls in the past two decades has been steadily declining. Of the 160.5 million persons age 18 and older, only 86.5 million persons voted for President in 1980—only 52.6 percent of the voting age population, down from 62.8 percent in 1960.

In 1976, 54.4 percent of the voting age population participated in the presidential election, at that time the lowest figure since 1948. In 1972, the

figure stood at 55.4 percent of the population, and in 1968, at 60.6 percent.

This unprecedented decline spans five consecutive presi-

dential elections

This year, we hope, will be different. We are seeing, I believe, a new spirit of optimism in this country, as unemployment falls, the cost of living stabilizes, and nationally, we get back on a more sound economic footing.

We have two candidates running, with very clearly stated, divergent views on key issues and what needs to be done.

There have been clear steps taken by both parties to welcome organized labor, women, blacks, Hispanics and our youth to the voting ranks—to encourage them to register and go to the polls. We in the Teamsters have played our part, urging strong support of DRIVE and active voter registration drives among our affiliates that have really been producing in terms of contributions and new voters.

The final proof of whether we've licked the apathy problem will come November 6, when Americans will show by their numbers whether they care enough about the course this country takes to spend 15-20 minutes going to the polls and casting their ballots for the candidates of their choice.

Remember—the stakes are high.

In 1984, the Presidency is up for grabs. So, too, is the ENTIRE House of Representatives up for reelection, as is one-third of the Senate.

It is imperative that every Teamster—and every person in every Teamster household eligible to vote—goes to the polls. From the General President



Jackie Presser

We encourage each of you— Democrat, Republican or Independent—to make sure you're registered, and more importantly, cast your ballot November 6.

It's easy to complain about what's wrong in this country, but if you don't take the trouble to vote, how are you helping to set things right? Only an active, involved electorate, concerned about our national policies and determined to see that they reflect the will of the people can bring about change. Together, our millions of Teamster voices can make a tremendous difference in 1984!

Fraternally,

Jackie Trusser

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.





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2 Bush Visits OCT



4 JC 73 Meets



14 Reagan's Thanks

2 OCT Delegates Endorse Presser for President V.P. Bush's visit was a conference highlight

4 JC 73 Sessions Spur Delegates On
Meeting stresses education, communication

6 Seattle Teamsters Ponder Their Future

JC 28 members meet to formulate policy

7 Education Dept. Guides Local 391 Seminar Several new educational tools are used

8 Retirees Division Unveils New Programs
Apply for your membership card today

10 Up in Canada, Things are Hopping
Pope's visit occupies Teamster

11 Labor Day, in the Union Tradition
Fun, picnics, parades helped us celebrate

12 Teamsters Look at Reagan's Record

Board endorsement was based on its merits

14 IBT Receives Letter from Commander in Chief
We get a personal 'thanks'

15 Politically, We're Heading for the Wire Be sure you're registered and vote

26 Voting Record of the 98th Congress
Check your legislators BEFORE you vote

32 The Deregulation Battle's Not Over Teamsters argue for worker rights

34 Alcoholism in the Workplace is the Subject Teamsters' Cotter addresses seminar

Editorial material should be addressed to: Teamsters Union, Communications Department, 25 Louisiana Ave., N.W., Washington, D.C. 20001

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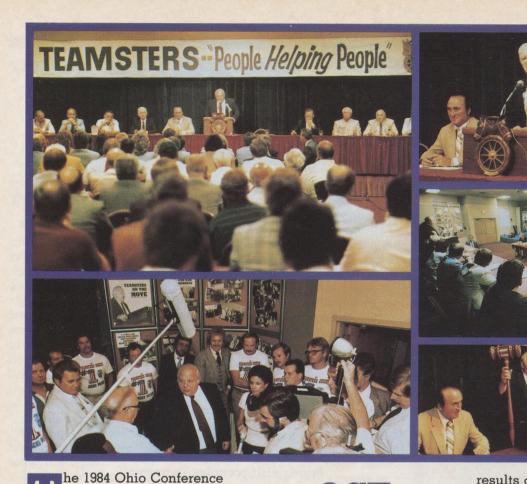
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Friedman, along with Conference Secretary-Treasurer Robert Cassidy, welcomed more than 300 delegates and guests to the four-day meeting, including many of the union's vice presidents, there for a special oneday meeting of the Teamsters General Executive Board.

of Teamsters session con-

vened the week of August

27 in Columbus, Ohio, and from

the opening gavel by Interna-

tional Vice President and OCT

until its tumultuous closing

packed and issues-oriented

aatherina.

with a visit by Vice President

George Bush, it was an action-

Vice President Harold Friedman

Delegates' spirits also were buoyed later in the week by the return home of a native son, General President Jackie Presser, also president of the statewide Ohio Conference. It was like old times as delegates greeted the Teamster leader, whom they now must share with the nation, and they took the opportunity to become the first Teamsters' affiliate in the

nation to go on record in support of Presser's candidacy for the union's general presidency

After a general session that brought the delegates from 44 conference-affiliated locals across Ohio together, and a special session for officers of 19 retiree clubs within the state of Ohio on Thursday, Presser and the Teamsters board met in special session to consider the

results of a special Teamster polling, and subsequently, to endorse the candidacy of the Reagan/Bush team for reelection this November.

On hand to accept the endorsement was Vice President George Bush, who months earlier had been invited to address the Ohio gathering, at which four years earlier candidate Ronald Reagan had received his first Teamsters presidential endorsement from Ohio Confer-

ence delegates.

Vice President Bush met both with the Board and Ohio Teamsters before addressing delegates and guests at the conference's annual dinner. Since Vice President Bush had his complete national press entourage with him, the entire event was a guaranteed headlinegrabber and won extremely favorable media attention for the Teamsters, completely dominating the coverage in Ohio and capturing widespread attention around the nation.

But this day in the sun wasn't the principal activity to occupy the delegates; Thursday's activities, in fact, just proved to be the crowning glory on an extremely successful conference.

During the four days of morning and afternoon sessions, officers of Teamster locals had been urged to use the time to hone their organizing and representational skills.

A number of dignitaries were on hand to greet the delegates, from Ohio Governor Richard F. Celeste to Sixth District Congressman Bob McEwen, State Attorney General Anthony Celebrezze, State House of Representatives Minority Leader Corwin Nixon, Senate Minority Leader Paul Gillmore and a host of other state legislators.

McEwen, a member of the House Public Works and Transportation Committee, won the total attention of participants, among them Ohio Teamster drivers hard-hit by deregulation, as he described the impact of the Motor Carrier Act of 1980, and what legislators are doing to lend assistance to those whose livelihoods have been jeopardized.

Delegates also heard from Ohio Teamster leaders how important it is that they become politically active in their statewide DRIVE program and in political activities, including voter registration and voting, if life is to be improved for Teamsters and their fellow workers.

In addition to the informative general sessions, at which civic leaders and other guests such as Central States Director George Lehr spoke, two special sessions were also convened.

The first was a seminar on organizing conducted by IBT

Organizing Director Vicki Saporta, which stressed the importance of organizing and the need for Teamster officers to get active. The other, a seminar on labor education, was conducted by IBT Education Director Art Kane.

During the week, a variety of other workshops ran concurrently each afternoon. There, delegates could get an update on the activities of the Ohio Conference Family Services Center from OCT Service Bureau Director Linda Pierce and her staff, learn about OCT pension assistance programs, review the rehabilitation service plan, which is conducted in cooperation with the State Bureau of Rehabilitation Services, or attend a forum conducted by the staff of the Central States Health and Welfare Plan.

V.P. BUSH STEALS THE SHOW eople Helping People

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eamsters Joint Council 73 led off an invigorating, revitalizing round of affiliate sessions around the country, as it hosted its quadrennial conference the week of August 27, 1984, in Atlantic City, New Jersey.

The twin themes of the session were "education and communications," with officers stressing both as vital tools in the battle against the antiunion forces assailing the labor movement today.

Speakers emphasized that to compete in today's increasingly technical workplace, unions will have to educate their members, equipping them with the skills and training necessary to compete. They suggested, further, that we in labor must carry the labor history message into our schools and colleges so that the youth of today realize the importance and great need for labor unions.

"We must articulate our position in a changing world if the Teamsters are going to advance into the future. The high-tech industries spreading across the United States are the wave of the future. Our rank and file will have to rise to meet the challenges of the computer age in order to compete," IBT Research Director Mary Ann Keeffe said, setting the tone for the three-day session.

During the week, J.C. 73 participants became the first group at the affiliate level to learn about the IBT's Commission on Work, a special IBT study group that is looking at the future of our union, considering innovative approaches to assessing and addressing the challenges we face and finding ways to ensure our members' competitiveness in the work force of the future. If we want our members to stay employed, they must be educated, trained and retrained, delegates were told. Joint Council 73 delegates acknowledged with their enthusiastic response that more must be done for the membership in the way of education to ensure

Joint Council 73 Sessions Spur Delegates On To Ever Greater Service

job security and protect our job jurisdictions.

Joint Council 73 President
Sam Provenzano, also an IBT
vice president, chaired the busy
sessions and welcomed an array of civic dignitaries, including Atlantic City Mayor James
Ursy, New Jersey Governor
Thomas J. Kean and former
Governor Brendan Byrne to the
meeting, all of whom welcomed
delegates to New Jersey and
spoke of strong Teamster support toward building a better
state.

Also in attendance for all the sessions was Eastern Conference Director, IBT Vice President and Joint Council 16 President Joseph Trerotola. Trerotola introduced three informative speakers to delegates, including Duke Zeller, director of the Communications Department for the IBT; Art Kane, director of the Education Department for the IBT; and Keeffe, director of the Research Department for the IBT, as a "perfect trifacta."

"We have a General President that has the foresight, the vision and the ability to look ahead," Trerotola pointed out. "And there is no reason why any local union throughout this International Union should say that they 'didn't know what to do, they didn't know how to do it or they didn't know where to go to look for it.' I'm glad these three are here to address you so you can get a firsthand view of what this International is doing under Jackie's leadership; they prove why this International is going to go forward and is going to be as strong as ever.

"We must all work together if we are going to succeed in winning the battle for justice and equity for our members," Trerotola added, noting that to deal with "cancers" on the labor movement today such as decertification moves, delegates must "service their members adequately and reestablish better communication with them, particularly with new members who are coming in now." These members need to be educated to the "value and worth of union membership and what the International can do to help them," Trerotola said.

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Much discussion during the week also centered on political issues and DRIVE, with Teamsters discussing how they could have an impact in this critical area.

IBT Governmental Affairs Director Paul Locigno and IBT DRIVE Director Wallace Clements both pointed out the importance of politics, saying that DRIVE is our only way of speaking out politically and getting involved. Noting that labor's efforts in the areas of organizing and collective bargaining are deeply impacted by the actions of the federal government, the bureaucrats' efforts in Washington, and most naturally, by Congress, both men urged, "Join DRIVE and become a registered voter if you want to play a major role in politics.

eynote speaker of the conference was IBT General President Jackie
Presser. Presser welcomed the delegates by saying, "People came here from the International this week to address this joint council, because we firmly believe that this kind of unity and eduction are needed throughout the entire International for the future develop-

ment of the IBT. We're growing! We're part of the American system; we're developing working ethics for all Americans and the future leaders of this country."

Presser assured the delegates that the Teamsters' voice is being heard "loud and clear" in Washington, D.C. in the halls of Congress and the Senate, and across the land, as we legislate and deal with every public figure across America. Presser concluded his remarks by saying, "We are proud to be the largest and strongest union in the free trade world. We are continuing to grow, we will stand tall and speak loudly and we will perform with dignity."

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General Secretary-Treasurer Ray Schoessling was another featured speaker. Schoessling remarked on the many warhorses in attendance at the conference dinner, lauding their efforts and sacrifices as they've worked to make this International Union great. "These kind of people, along with the young people representing this great Teamster movement, are going to ensure that this union continues as it is today, the largest in the free trade world," he said.

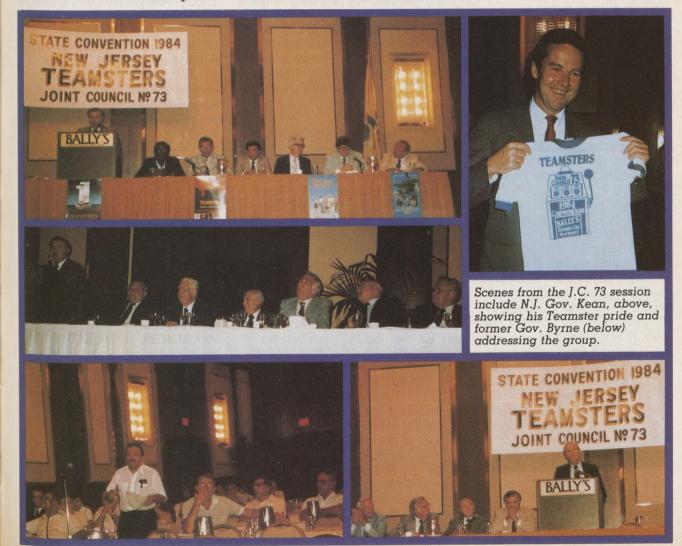
thers in attendance for the conference dinner from the General Executive Board, in addition to J.C. 73 President Provenzano, were IBT Vice Presidents Joe Trerotola, Billy McCarthy, Louis Peick, John Cleveland, Maurice Schurr and Walter Shea, along with International Trustee Teddy Cozza.

Vice President Schurr also addressed the delegates during the week, as did Attorney Andrew Zazzali, Charles Marciante from the AFL-CIO, Commissioner of Motor Vehicles Clifford Snedeker, John Bellow,

commissioner for the Federal Mediation Service, State of New Jersey, and Attorney Edward Cohen.

Vice President Schurr welcomed the delegates to Atlantic City and discussed the difficult times organized labor is having, largely because of social and economic changes. "The impact of these changes on the labor movement have been tremendous and we all must work to correct and restore this great movement," he exhorted.

Zazzali, attorney for New Jersey Locals 408 and 863, discussed the Supreme Court's Bildisco decision with delegates, detailing the highlights of the decision and recent legislation that overrules it. Edward Cohen, counsel for Joint Council 73, briefed delegates on the most recent legal decisions involving labor and how they will affect Teamsters.



Seattle Teamsters Set Agenda for Action

elegates to the semi-annual meeting of Teamsters Joint Council 28 met the week of September 16, 1984 and had their sessions enlivened by a host of guest speakers, among them Teamsters General President Jackie Presser, Western Conference of Teamsters Director Jesse Carr, and Canadian Conference Director Ed Lawson.

They were also joined by several statewide political candidates, among them Washington State first district Congressional candidate Brock Evans, Bob Lamson, another Congressional candidate from the eighth district, and James Anderson, running unopposed for a position on the State Supreme Court.

General President Presser congratulated Washington State's Teamsters for the "long tradition" of teamwork they have exhibited in Seattle and the Pacific Northwest over more than four decades. This teamwork, he said, has involved Joint Council 28's officers and members, neighboring joint councils, the International and governmental bodies and personages.

Presser noted with pride that the IBT is now 83 years old and has 1.9 million working Americans among its vast and diverse membership. However, he warned, times are changing for the Teamsters Union at the national level. The union's endorsement of Republican President Ronald Reagan in his run for a second term reflects these changing times. "No longer," said Presser, "is there one political party that protects working people. We are independent. Our political structure for the first time must be one that goes with a winner, not a loser.

Presser emphasized that there are literally scores of federal agencies that deal with the International on many separate



issues and in many different ways. With the IBT's huge active membership and some 500,000 Teamster retirees and families, he noted, "There is no one Congressman, Senator, Vice President or President who can answer the needs of working people. We're going to have to fight for ourselves.

"We have a big job ahead of us," he stressed. "We must have a strong team, work together and get along. Our direction is to grow and still protect what we have gained in the past."

Why has the IBT supported President Reagan and Vice President George Bush in their bid for reelection? In the first place. Presser said, the Teamster members in a recent national poll favored Reagan over Mondale by a sizable majority. And, secondly, he noted, "The President of the United States doesn't run the country. Congress runs it. I met with Mondale three times. Mondale is firmly committed to the AFL-CIO. But the IBT received no such commitment from Mondale.

The IBT could have stayed neutral, but that would have achieved little. As Presser told the delegates, "Washington, D.C. is the biggest crap game in the world. It is where the action is. Nothing that happens in your lives is unaffected by what goes on there. We have to be a part of that society."

As part of his goal to make the Teamsters more viable politically, Presser revamped and revitalized the IBT's political arm, DRIVE. When he took office 17 months ago, he told delegates, the DRIVE yearly budget was mired at \$211,000. Today, the yearly DRIVE budget has grown to an annual level of \$1,511,000 and is growing daily. DRIVE money is being invested wisely, he assured delegates, on political education efforts and in donations to Teamsterendorsed candidates' campaigns across the country.

"We're a good team," Presser said. "We are the strongest, fastest, swiftest, most viable, and we're going to grow. We won't be second in line. We are Number One."

The Teamster leader ended his remarks by reminding the delegates that there are 704 locals, 44 joint councils and five conferences in the International, each with individual concerns. He said all those individual entities must, and should, deal with their isolated and private situations. But, he pointed out, all should remember they are part of the whole, and spokes on the wheel that is the International Brotherhood of Teamsters.

Presser urged affiliates to remember the International exists in times of crisis or need. "We are there to help and support you," he reminded the western Teamsters.



Education Dept. Assists with Seminar At Local 391

eamsters Local 39l, in conjunction with the IBT Education Department, added some new motivational techniques to its traditional educational tools, when it hosted a three-day seminar for Local 39l stewards and officers in

mid-September.

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Local 391's sessions, always among the best educational programs in the labor field, this year were expanded by the local's president, R.V. Durham. In addition to the traditional program addressing labor education, political action and the like, they were broadened to include two relatively new topic areas. The first was a group discussion on "Motivation in Work Groups," moderated by Dr. Judy Sorum Brown, an assistant dean of the College of Business and Management at the University of Maryland. The other, a seminar entitled "Understanding the Human Factor," was led by Dr. H. D. Johns of the Greater Washington Institute for Transactional Analysis.

Both programs, new to the labor studies field but gaining in popularity in the general academic community, sought to help workers understand themselves and their coworkers better, and in so doing, to make them more enthusiastic and interested in the work in which

they're engaged.

"We were interested to see whether, in a right-to-work state like North Carolina, we can train stewards to identify more strongly with Local 391 and become more enthusiastic about organizing in plants. That's no easy task when work-

ers face the open-shop, company towns and a vast array of union-busting tactics, all designed to thwart their efforts," said Education Director Art Kane, about the program's thrust.

Business agents and stewards at the session were extremely enthusiastic about the pilot program and responded that they thought such techniques really could help them hone their skills as organizers and representatives of the union with the membership.

Returning to more traditional educational domain, seminar participants also went through the educational program designed by the IBT, including workshops on the basic role of the shop steward with Assistant Education Director Sally Payne and an arbitration preparation and presentation program with Education Director Kane.

They also went through a series of mock arbitration sessions to present their cases before a panel of arbitrators comprised of Dr. Sue Olinger Shaw, a professor at N.C. State University; Robert G. Williams, Esq., a professor at the University of N.C., Charlotte; Arbitrator Dr. John Kennedy, and David James, Esq. The informative classes gave participants a real grounding in the fundamentals they need to effectively do the steward's job and process a grievance through arbitra-

In addition to the daily classroom sessions, Local 391 participants also heard from an array of guest speakers at the weekend seminar. Among those addressing the group were: IBT Director of Governmental Relations Paul Locigno, Legislative Director Dave Sweeney and DRIVE Director Wallace Clements, along with Ed Murtha, group director of pensions for the Central States, Southeast and Southwest Areas Pension Fund, and W. Fleming Campbell, executive assistant to Eastern Conference Director Joseph Trerotola. IBT Vice President John Cleveland was the keynote speaker at a dinner in the delegates' honor. These key speakers were joined by a number of special guests invited by Local 391, among them Tom Brown, director of the Industrial Division, Eastern Conference of Teamsters: Morand Schmidt, administrative assistant to the ECT director, and John Thibeau, director of the Teamsters National Dairy Conference.

A special feature of the weekend was an in-depth seminar on arbitration today and extensive update on current labor law, both presented during an informative panel discussion by Attorneys Hugh J. Beins and

David James.

In all, an informative session. Local 39l officers believe in the value of educational tools and provide the yearly seminars as a way of keeping their officers and stewards informed on issues facing them and ways to cope with new anti-union tactics. If this local can keep organizing in the heart of the right-to-work South when others can't, they must be doing something right. Could it be that such educational programs are giving them the edge?

Retirees Division Unveils Tremendous New Benefits Programs for Retirees

eamsters Retiree Affairs
Director Norman Greene
recently unveiled for the
first time three new programs
that have just become available
for International Teamsters Department for Retiree Affairs affiliated chapter and club members.

The innovative program, in the works for more than a year now, involves discounts in three major areas thus far. Greene says the Teamsters have worked out a deal with Hertz Rent-A-Car, Sears and Montgomery Ward optical centers, and the Hartford Accident & Indemnity Company to bring substantial benefit discounts to retired Teamsters Union members.

The first program announced was a Medicare Supplement Plan, which will be underwritten by the Hartford Accident & Indemnity Company of Hartford, Connecticut.

One policy, called "Team Care," is available to any retired Teamster member over the age of 65 as a supplement to Medicare coverage. A separate hospital indemnity plan was also established for Teamster retirees who have not yet reached age 65. One of the key features of the new program is that any Teamster wishing to apply for the program is guaranteed that there will be NO health questions asked and that NO ONE CAN BE TURNED DOWN, two essential provisions of any program covering the over-65 Teamster retiree's health needs.

Greene was especially proud, in announcing this program,



that the company selected, a member company of the Hartford insurance group, is one of the largest and most influential insurance carriers in the United States. Hartford was selected after a nationwide canvassing, during which some eight companies were considered, in terms of benefit packages.

To win the nod from the Teamsters, in addition to guaranteed insurability and under and over 65 coverage, Hartford promised to deliver:

- In-Hospital Benefits
- Skilled Nursing Coverage
- Medical & Surgical Benefits
- Private Duty Nursing
- Pre-Existing Condition Coverage After Six Months
- Coverage for Retirees'
 Spouses
- A Toll-Free 800 Number for Service
- Easy Quarterly Billing
 AND MUCH, MUCH MORE.

That excellent program was quickly followed up by two other superior retiree benefit programs announced by the department that are available only to IBT retiree chapter members.

One is a new discount program with Hertz Rent-A-Car systems that guarantees Teamster retiree club members special discount rates on daily car rentals at any Hertz facility nationwide. The Teamsters also won special International rental savings that in Canada are 15% off the basic rates, except for "Class A" cars, and elsewhere offer similar substantial savings

Why Hertz? That's easy. Hertz had a package of programs and services that made it a natural for our retirees. These include access to the Hertz #1 Club, a computerized car rental information and reservations system, the Hertz express service and return programs, emergency road service, and most importantly, more locations, more cars and more people to service our retirees' needs. And even if you're retired, who wants to wait at a car rental counter all day!

Lastly, the Department for Retiree Affairs announced that as



the result of a just concluded agreement with the Cole National Corporation, Optical Division, it can offer retired members and spouses special discounts on all their optical needs at more than 523 Cole locations in Sears Roebuck and Montgomery Ward stores nationwide.

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Cole's Optical Division is offering eligible Teamster retired members a 20% discount from regular retail prices OR, if an item is on sale, an additional 5% discount off the sale price. In either case, retirees will pay the lesser price.

The special discount program applies to the purchase of all frames, lenses, all types of contact lenses and related accessories. It applies only to materials purchased at those optical departments operated by the Cole National Corporation. No discounts, however, apply to either

eye examination fees or the cost for any optional warranty programs. (A complete directory of services and locations is available from the IBT Retiree Affairs Department.)

How can you participate in any of these great new Teamster retiree programs?

By being a member of the International Teamsters Department for Retiree Affairs! The IBT has developed these programs for chapters/clubs affiliated with the International's Department for Retiree Affairs.

That means that without your membership card, you cannot qualify.

How do you get the card—or the new plastic card being introduced by the department for members? By joining a chapter affiliated with the International's Department for Retiree Affairs. More than 300 Teamster retiree chapters already exist in the U.S. and Canada and the Hartford insurance, Hertz discounts, Coles optical coverage at participating Sears & Ward's stores. Being a Teamster retiree gets better and better.

numbers are growing daily. To take advantage of these great benefit programs and others being devised, you need to apply for that membership card today! If your local doesn't have a retiree chapter, ask your officers to start one. It is Retiree Affairs Director Greene's job to visit our affiliates and help them get such programs

We want you as a member of a Teamsters retirees club. Why not join today and reap substantial savings on your health care, rental car and optical needs. Who knows what other great benefits the department will be making available to you in the near future. That free membership card could be your ticket to substantial savings across the board in days to come.

Get your red and blue membership card today and start saving!

Canadian Helps With Pope's Visit

hen Pope John Paul II announced that he would become the first Roman Catholic pontiff to visit Canada, that nation's population exploded with enthusiasm and excitement.

As plans swung into high gear for the announced papal visit, different civic and church groups got involved in the intricate logistics and planning that such a religious leader's state visit entails. And when the city fathers began looking for people to advise them on the movement of people to and from events, as well as how to feed and house all those drawn to the ceremonies held across Canada, who better to advise them than a Teamster?

Thus, it was that Teamsters International Representative, Joint Council 79 and Local 424 President, Canadian Conference Policy Committee member and Chemical, Energy & Allied Workers Division Director Jim Phelan from Don Mills, Ontario, Canada, was drafted as a member of the arrangements committee charged with preparing for the Toronto leg of the Pope's visit.

Planners assumed that the logistics would be mind-boggling. After all, there had never been anything like the event in Canada before. And with many people realizing it could be a once-in-a-lifetime event, early on it was assumed that they would be coming out en masse, as they did at every city on the pontiff's tour schedule.

Phelan was one of some 15,000 unpaid volunteers who would make the visits to the Ontario Metro and Midland areas possible.

Apart from the police and other civic personnel, 95 per cent of the people organizing every aspect of the papal visit were, like Jim, donating their time and talents.

When the call went out for help, the organizing committee said, the people just seemed to come aboard. Catholic parishes often invited Protestant churches to participate when recruiting began in March, and the invitation was renewed again a month before the papal visit.

Janet Lang, a former office manager, was hired to coordinate Metro's 12,000 volunteers because she had helped organize 13,000 for the World University Games in Edmonton in 1983.

She trained 78 unpaid supervisors, and they trained others in "friendly but firm" crowd control.

"This was a very frugal exercise, and we could never have managed if all these people hadn't pitched in," commented John Wimbs, coordinator of the event, who kept things running smoothly.

Experienced organizers like Phelan were seconded from police forces, industry and government, and as they learned more about the complexities the original 12 organizing committees grew to 53.

"No one, including Cardinal Carter and myself, envisaged what a gargantuan undertaking this was until we were up to our necks," Wimbs notes.

In the Toronto leg of the visit, Brother Phelan and his fellow planners had to consider how to move masses of people smoothly into and out of each of the several sites designated for visits by the Pontiff, had to arrange the logistics of advising the public on rapid transit schedules, bus routes and preferred modes of transportation and travel times, had to know what alternative entertainment there would be to keep the masses occupied while waiting

for the appearance of the Pope, were charged with arranging seating and myriad other details.

Among the special logistics to be considered by Phelan and his special needs committee: Special seating and transportation for the handicapped, the frail and the elderly in front row seats with no hassle—at the pontiff's request, as well as arranging for their other needs and convenience. The Teamster, in fact, spent 2½ months helping with these logistics at the request of General President Presser and Can. Conf. Director Lawson.

Nonetheless, the committee pulled it off successfully and the visit by the Pope to eight sites during the two day visit came off without a hitch, thanks to the professionalism and support of citizens like Jim Phelan, who were willing to get involved and do their part, especially when they knew their expertise could help.

From September 9-16, as Pope John Paul II made his way across Canada, he would visit Quebec City, St. John's, Newfoundland, Moncton, Halifax, Toronto, Midland, Unionville, Winnipeg, Edmonton, Vancouver, Ottawa and LeBreton for public ceremonies. Along the route, of course, would also come private visits sandwiched in for the pontiff with old friends and acquaintances met on previous visits before his elevation to pontiff.

The theme of Pope John Paul II's 12-day Canadian tour was "Let Us Celebrate Our Faith," and during his visit, the religious leader took special pains to speak on technology and its impact on the human person.

In all, it was a rewarding visit for both Pope John Paul II and Canadians.

Labor Day, In the Best Union Tradition

am the people—the mob—the crowd—the mass. Do you know that all the great work of the world is done through me?"

Those words from the poet, Carl Sandburg's "I am the People, the Mob," typify what we in the Teamsters think Labor Day is, a time for workers to celebrate their uniqueness, a time to reflect on their many contributions to the world as they rejoice in all they give and enjoy a deserved respite from the workday drudgery.

This year, as always, Teamsters around the nation paused to celebrate Labor Day with revelry and laughter, with parades and picnics. Together in spirit, they rejoiced in their contributions as workers, and in more than a few cases, stopped to thank God that they still have jobs to go to every day, through which they can pay bills and support their families.

More than 3,500 Teamsters and their families attended one such gathering on Labor Day as 8,000 Broward County, Florida workers came out en masse to enjoy a mammoth holiday party at C.B. Smith Park.

While no formal speeches were scheduled, Teamsters and other workers were able to meet a number of area political candidates, who visited the gathering to court the assembled rank and file's support. Candidates wanting to address the unionists on the eve of the state's primary election had to do so while the electorate's mouths were full of hot dogs and baked beans.

Teamsters Local 769 had brought in 7,000 hamburgers, 7,000 hot dogs, 1,000 pounds of cole slaw, 600 pounds of macaroni salad and four roast pigs to make sure the eating outweighed the politicking.

"We told the politicians if they wanted to talk to the people, then come see us," said Lo-



Local 769'ers youngsters celebrate. (Photo, Charles Trainor Jr., Miami Herald.)

cal 769 Secretary-Treasurer Lou Smail. "We didn't want people standing around in the hot sun. We wanted our Labor Day picnic to be a family thing."

Thus, politicians who wanted to press the flesh did so between Frisbee tosses, muddy football games and rain show-

"I shook a lot of hands," said rain-soaked incumbent County Commissioner Howard Forman as he trudged to his car after five hours of pavilion and puddle-hopping.

Not even an hour-long downpour in the middle of the afternoon could dissuade the group from its fun. A mid-afternoon deluge caused a few people to leave the park, but they were quickly replaced by others lining up three abreast to get in, said Park Administrator Dan Cuthbert.

All in all, it was an enjoyable day as workers set aside the tools of their trade for a time and had fun with their families and fellow workers. And if education will help us create more dedicated union members, then certainly the youngsters of those Teamsters present will be at the forefront. They see at events like these the solidarity

and the unity that have made the U.S. labor force one of the best and strongest in the world.

ichigan Teamsters Joint Council 43 was another affiliate that used labor's day to marshall the ranks for an outing of solidarity and took the opportunity to encourage our members to get out the vote November 6.

J.C. 43 President Robert
Holmes, joined by 5,000 officers
and members from more than
two dozen Michigan locals and
utilizing 200 area employers'
trucks, participated in this
year's Labor Day parade in
downtown Michigan, then
ended up the day with
speeches and refreshments at
J.C. 43 headquarters in Detroit.

Holmes was the keynote speaker at J.C. 43's gathering. He took the opportunity to again urge his members to make sure they are registered and then go to the polls and work getting out the vote November 6. Strong political militancy is one of the Teamsters' key goal for the 1980s, Holmes reminded his members, but we can only be effective in this forum if we have a loud enough voice to make our case heard and get things done.

Reagan's Ahead in the Stretch; Could It Be He Has The Answers?

e in the Teamsters have watched with interest as Candidate Mondale unveiled his proposals for dealing with the budget deficit, solving unemployment and increasing social programs. While we agree that getting our national budget out of the red is important, we fear even more the return to double digit inflation, 20% interest rates, and double digit unemployment that would also follow, to mention nothing of the crippling new taxes that would fall on middle income taxpayers, while providing pitifully little relief for the poor and lower income wage earners.

We concede that Ronald Reagan, the candidate endorsed by the Teamsters for reelection in 1984, doesn't have all the an-SWATS

But under his first Adminis-

tration, we did see substantial improvements in the economy, a return of pride in America and a revitalization of our foreign policy and defense programs, ensuring a secure national defense against aggression.

We are the first to admit that not all of the Reagan programs are good ones. But from the time he first announced his candidacy five years ago, we have worked together on those mutual interests we share and agreed to differ, and at times vocally dissent, on issues where we don't agree.

At best, the Democrats' proposals are a gamble. What they don't specify is how, while they're reducing the deficit by increasing taxes, they're also going to find money for increased social spending for

welfare and jobs and other programs Mr. Mondale's promised special interest groups such as the blacks, women and Hispanics, in return for their support.

We ask, can this nation withstand a return to Democratic policies that had workers standing in block-long unemployment lines or postponing car and house purchases and college for the kids?

We think not, if this truly is the land of opportunity.

Nearly 100 million voters will determine the course of our nation for the next 4 years.

Whether you agree or disagree, go to the polls and vote for the candidate of your choice. It's your duty and obligation as a citizen, especially if you want to have a say in the policies that govern us.



What Did Supporting Reagan **Ever Get the Teamsters?**

hat question, posed by some naysayers as we near the finish line in this election season, is best countered by, what did supporting the Democrats ever get usother than a deregulation bill that has decimated our indus-

The International Brotherhood of Teamsters, with 1.9 million members, is the biggest and the best labor union in this country today. We got that way by delivering on our promises, proving we had clout at the bargaining table and knowing which way the political winds were blowing at any given time. To survive in Washington, D.C., you have to be strong, tough and smart, or you don't make it. Teamster leaders make sure that we are!

And while you can't barter support for services rendered or promises, one indication of any group's clout is the amount of access it has to an Administration and whether it's consulted

on policy questions.

Teamsters, through our willingness to work with the Reagan Administration and lend it our support when others wouldn't, have been able to have an impact and get on the policy panels where we can make our opinions heard.

Perhaps one indication of this is the number of policy making commissions and panels of which Teamsters are now a part. Consider in 1983-1984, these appointments of Teamsters or Teamster-endorsed can-

didates, including:

Eugene B. Burroughs, Director, IBT Investment Department to the President's Federal Council on Aging

Robert G. Howlett to the Federal Services Impasses Panel R.V. Durham, Director, IBT Safety & Health Department to the National Advisory Committee on Occupational Safety and Health

August Fromuth as Deputy to the Deputy Assistant Secretary for Trade Adjustment, International Trade Administration, Department of Commerce

George Hagglund, Director, School of Workers, University of Wisconsin to the National Advisory Committee on Occupational Safety and Health

Richard O. Harris as a reappointment to the National Mediation Board

Paul R. Locigno, Director, IBT Department of Governmental Affairs as a reappointment to the National Commission for **Employment Policy**

Douglas Riggs as Special Assistant to the President for Public Liaison

Clarence E. Spoon, Secretary-Treasurer, Teamsters Local Union No. 36, to the Department of Labor's Apprenticeship and Training Advisory Committee

David A. Sweeney, Director, IBT Legislative Department to the Federal Advisory Council on Unemployment Insurance

Gary Witlen, IBT Assistant Labor Counsel, to the Federal Mediation and Conciliation Board's Labor Advisory Commit-

Helen M. Witt to the National Mediation Board

Jose Feliciano as a White House Fellow, serving a one year fellowship

Chuck Woods, Airline Representative, Teamsters Local Union No. 2707, to the IBT/FAA Labor Committee

Reagan's Stands At a Glance

Taxes

Opposes any new tax measures

Balanced Budget

Supports amendment to control government spending

Inflation

Has reduced inflation from 13%

to 4%

Gov't Spending

Defense

Supports reducing government expenditures

Jobs

6 Million new jobs created in last two years

Supports strong national defense, advocates adequate funding of needed weapons like the MX missile and B-l bomber

Central America

Supports unconditional aid to El Salvador and anti-communist

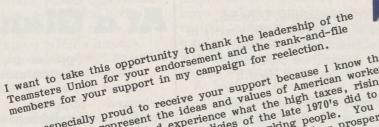
forces

Credits

Tuition Tax Supports helping parochial, private school parents through tax credits

The President's Authorized Campaign Committee

September 26, 1984



I am especially proud to receive your support because I know that the Teamsters represent the ideas and values of American workers. I am especially proud to receive your support because I know that the Teamsters represent the ideas and values of American workers. the Teamsters represent the ideas and values of American workers you know from first-hand experience what the high taxes, idea to the late 1970s did to the inflation and misouided energy policies of the late 1970s. You know from first-hand experience what the high taxes, rising did to the late 1970's did to the 1970's did to the 1970's did to the 1970's did to the 1970's d hopes and dreams of countless American working people. You also know that America today is once again standing tall -- prosperous at home and respected abroad

America is coming back because of the hard work and patriotism of its workers -- men and women like the Teamsters. You never lost at home and respected abroad.

America is coming back because of the hard work and patriotism of you never lost its workers -- men and women like the Teamsters. You never days as I do, that our brightest days faith in our nation and you know, as I do, that our your support faith in our nation and you know, as yet complete. Your support are still ahead. But our task is not yet complete. I head are still ahead. But our finish the job we have started. are still anead. But our task is not yet complete. You is essential if we are to finish the job we have started.

This election presents American workers with an historic choice with an historic choice and the hold initiatives we have the failed nolicies of the past and the hold initiatives we have the failed nolicies of the past and the hold initiatives we have the failed nolicies of the past and the hold initiatives we have the failed nolicies of the past and the hold initiatives were the failed nolicies of the past and the hold initiatives were the failed nolicies of the past and the hold initiatives were the failed nolicies of the past and the hold initiatives were the failed nolicies of the past and the hold initiatives were the failed nolicies of the past and the hold initiatives were the failed nolicies of the past and the hold initiatives were the failed nolicies of the past and the hold initiatives were the failed nolicies of the past and the hold initiatives were the failed nolicies of the past and the hold initiatives were the failed nolicies of the past and the hold initiatives were the failed nolicies of the past and the hold initiatives were the failed nolicies of the past and the hold initiatives were the failed nolicies of the past and the hold initiatives were the failed nolicies of the past and the hold initiatives were the failed nolicies of the past and the hold initiatives were the failed nolicies of the past and the hold initiatives were the failed nolicies of the past and the hold initiatives were the failed nolicies of the past and the hold initiatives were the failed nolicies and the hold initiatives were the failed nolicies and the hold initiatives were the failed nolicies and the hold initiatives were the hold no hold initiatives and the hold no hold This election presents American workers with an instoric choice we between the failed policies of the past and the bold initiatives we have made to create a stable and prosperous future. between the failed policies of the past and the bold initiatives we have made to create a stable and prosperous future. Your a stable and prosperous future. Sometime is a stable and the vote on November 6 could to register new voters and turn out the vote on November 6 could be register new voters. have made to create a stable and prosperous ruture. Your errors to register new voters and turn out the vote on November 6 could to register new voters and turn out and defeat. I want to thank to register new voters and turn out the vote on November 6 could make the difference between victory and defeat. I want to the water thank of the effort you are making on behalf of our vou personally for the effort you are making on we want to leave ticket — and on behalf of the kind of America we want to leave to our children and grandchildren. to our children and grandchildren.



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(White House Photo by Pete Souza.)

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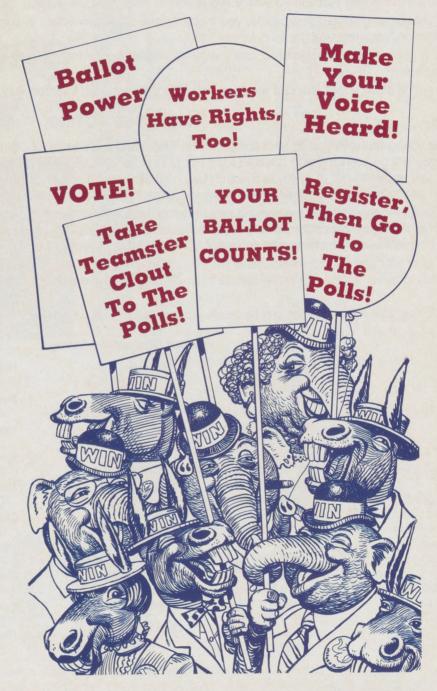
440 First Street N.W., Washington, D.C. 20001 (202) 383-1984 Paid for by Reagan-Bush '84: Paul Laxalt, Chairman, Angela M. Buchanan Jackson, Treasurer

Have You Registered?

REGISTRATION STATE DEADLINE Oct. 26 Alabama Alaska Oct. 7 Arizona Sept. 17 Arkansas Oct. 16 Oct. 9 California Colorado Oct. 5 Connecticut Oct. 16 Oct. 20 Delaware Oct. 6 Florida Oct. 9 Georgia Hawaii Oct. 9 Idaho Oct. 26 Illinois Oct. 9 Indiana Oct. 8 Iowa Oct. 27 Oct. 16 Kansas Kentucky Oct. 8 Louisiana Oct. 13 Maine Election Day Maryland Oct. 8 Oct. 9 Massachusetts Oct. 9 Michigan Election Day Minnesota Mississippi Oct. 6 Oct. 10 Missouri Montana Oct. 7 Nebraska Oct. 26 Nevada Oct. 26 New Hampshire Oct. 27 New Jersey Oct. 9 New Mexico Sept. 25 New York Oct. 6 North Carolina Oct. 16 North Dakota Reg. Not Reg. Ohio Oct. 8 Oklahoma Oct. 26 Oregon Election Day Oct. 9 Pennsylvania Rhode Island Oct. 6 South Carolina Oct. 6 Oct. 22 South Dakota Tennessee Oct. 6 Texas Oct. 7 Utah Nov. 1

n some states, the registration deadline for the November 6 General Election is thirty days or more before the election, making it too late for many Teamsters to register to vote now, if they haven't already done so.

Many other states have later registration deadlines, however. If there's still time for you to register, do so before it's too late. If you ARE registered to vote, please go to the polls November 6. Your vote is a cherished right; don't waste it!



NOTE: Teamsters should check their local voting districts for complete registration information.

Vermont

Virginia

Washington

Wash., D.C.

Wisconsin

Wyoming

West Virginia

Oct. 20

Oct. 6

Oct. 6

Oct. 8

Oct. 8

Oct. 6

Election Day

TUESDAY NOVEMBER 6, 1984 ELECTION DAY

GET OUT THE TEAMSTER VOTE!

Teamsters, their spouses and all working Americans should mark their calendars at home or office right now, with a BIG RED X across the date November 6. It is imperative that we go to the polls on ELECTION DAY, if we want to positively affect the outcome of the Presidential and Congressional races and win support for labor's causes.

REGISTRATION

- You voted in the last election so you're registered to vote, right? WRONG.
- If you moved or changed your name, you must register as a new voter. In some states if you missed voting in the last election, your registration is no longer valid.
- If you're not sure you're registered, call the number listed below for your state and ask for information on how you can register.
- Act today to ensure that you can exercise your Right To Vote on Election Day.

ABSENTEE VOTING

Absentee voting requires you to plan ahead. Every state (and the District of Columbia) permits you to vote by absentee ballot if you will be traveling and unable to get to the polls on Election Day (including travel abroad). If you think you or your spouse might be out of town on Election Day, call the number listed below for your state to learn how you can obtain an absentee ballot. Request these materials *immediately* so you have sufficient lead time to vote absentee.

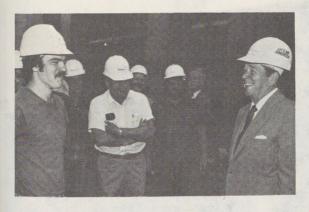
- Besides travel, the states have varying requirements regarding other valid reasons for voting by absentee ballot
 including blindness, disability, military or student status or for religious reasons. You may call the appropriate number
 listed below to learn which requirements apply in your state of residence.
- Make sure you send an absentee ballot far enough in advance of Election Day to ensure that your vote will be counted. In many states, absentee ballots must be returned several days before the election to be counted. Don't delay.
- Don't forfeit your Right to Vote just because you are out of town. Remember, every vote counts.

Voter Contact By State*

		voter Contact By State		
Alabama (205) 261-3126 Alaska (907) 586-6181	Georgia (404) 656-2871 Hawaii (808) 548-3415	Maryland (301) 269-3711 Masachusetts (800) 462-8683	New Jersey (609) 292-3760 New Mexico (505) 827-3620	South Carolina (803) 748-4944 South Dakota (605) 773-3537
Arizona (602) 267—VOTE Arkansas (501) 371-1010 California	Idaho (208) 334-2852 Illinois (217) 782-1547 Indiana	Michigan (517) 373-2540 Minnesota (612) 296-9218 Mississippi	New York (518) 474-6220 North Carolina (919) 733-7218 North Dates	Tennessee (615) 741-7956 Texas (512) 475-3091 Utah (801) 533-5115
(916) 445-0820 Colorado (303) 866-2041 Connecticut (203) 566-3106	(317) 232-3939 lowa (515) 281-5781 Kansas (913) 296-4559	(601) 359-1383 Missouri (314) 751-4875 Montana (406) 444-4732	(701) 224-2900 Ohio (614) 466-2585 Oklahoma (405) 521-2391	Vermont (802) 828-2304 Virginia (804) 786-6551 Washington (206) 753-7121
Delaware (302) 736-4277 District of Columbia (202) 727-2504 Florida (904) 488-7690	Kentucky (502) 564-7100 Louisiana (504) 925-7885 Maine (207) 289-3501	Nebraska (402) 471-2554 Nevada (702) 885-5203 New Hampshire (603) 271-3242	Oregon (503) 378-4144 Pennsylvania (717) 787-5280 Rhode Island (401) 277-2345	West Virginia (304) 345-4000 Wisconsin (608) 266-8005 Wyoming (307) 777-7378

^{*} Call the number listed for your state of residence for voter information, such as how/when you can register, or to request absentee ballot materials.

The American Worker Depends on a strong economy



And President Reagan has delivered it!

Four years ago Ronald Reagan promised America and all working Americans that he would:

- * strengthen the economy
- ★ create jobs
- ★ cut taxes
- ★ reduce inflation and interest rates

He's Done It!

Jobs

- Over 6 million new jobs in last three years
- Job Training Partnership Act has placement rate of 70%

Inflation

- Inflation is down to 4.1% from Carter-Mondale high of 13.3%
- Workers' real earnings increase every year

Taxes

- Federal taxes reduced 25% across-the-board
- Estate taxes and marriage tax also reduced
- Bracket creep eliminated through tax indexation

Interest Rates

- Prime rate down to 13% from Carter-Mondale high of 21%
- Housing starts and auto production up since 1980

The record is clear...

The Reagan/Bush Administration has kept its pledge to working America....Taxes at down, the economy is strengthened and the American Dream is once again within read

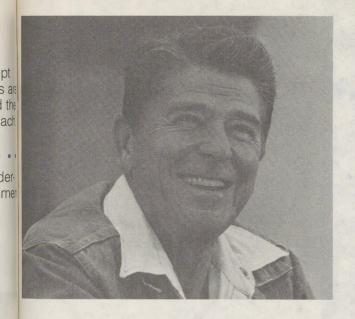
And the choice is clear...

The proven success of experienced leadership makes it obvious. Join the working men and women of America. . .



Support Reagan/Bush

And keep America working for all of us!



Please send the following form to:

DRIVE

ıs!

c/o 25 Louisiana Avenue, N.W. Washington, D.C. 20001

if you want to help the Reagan/Bush team.

- I would be willing to campaign for Reagan/Bush in any way I can.
- I would be willing to participate in labor rallies on behalf of Reagan/Bush.

Name

Address

Phone

25 Louisiana Avenue, N.W.

Washington, D.C. 20001

VOTE Election Day November 6, 1984





YOU WILL DECIDE THE WINNERS!

State

Voice of the

Teamsters

Alabama Alaska Arizona Arkansas California Colorado Connecticut Delaware Florida Georgia Hawaii Idaho Illinois Indiana Iowa Kansas Kentucky Louisiana Maine Maryland Massachusetts Michigan Minnesota Mississippi Missouri

Key National Seats Up for Election

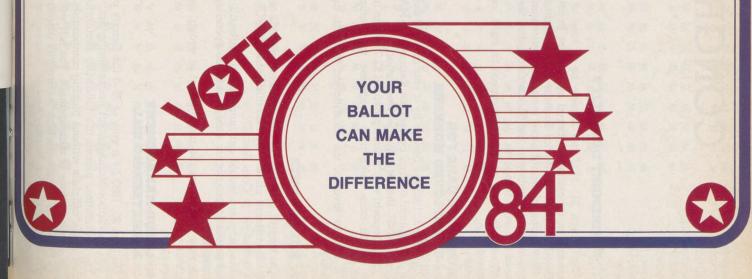
Sen. Heflin, 7 Representatives Sen. Stevens, 1 Rep. 5 Reps. Sen. Pryor, 4 Reps., Gov. 45 Reps. Sen. Armstrong, 6 Reps. 6 Reps. Sen. Biden, 1 Rep., Gov. 19 Reps. Sen. Nunn, 10 Reps. 2 Reps. Sen. McClure, 2 Reps. Sen. Percy, 22 Reps. 10 Reps., Gov. Sen. Jepsen, 6 Reps. Sen. Kassebaum, 5 Reps. Sen. Huddleston, 7 Reps. Sen. Johnston, 8 Reps. Sen. Cohen, 2 Reps. 8 Reps. Sen. Tsongas, 11 Reps. Sen. Levin, 18 Reps. Sen. Boschwitz, 8 Reps. Sen. Cochran, 5 Reps. 9 Reps., Gov.

State

Montana Nebraska Nevada **New Hampshire New Jersey** New Mexico New York North Carolina North Dakota Ohio Oklahoma Oregon Pennsylvania Rhode Island South Carolina South Dakota Tennessee Texas Utah Vermont Virginia Washington Wash., D.C. West Virginia Wisconsin Wyoming

Key National Seats Up for Election

Sen. Baucus, 2 Reps., Gov. Sen. Exon, 3 Reps. 2 Reps. Sen. Humphrey, 2 Reps., Gov. Sen. Bradley, 14 Reps. Sen. Domenici, 3 Reps. 34 Reps. Sen. Helms, 11 Reps., Gov. l Rep., Gov. 21 Reps. Sen. Boren, 6 Reps. Sen. Hatfield, 5 Reps. 23 Reps. Sen. Pell, 2 Reps., Gov. Sen. Thurmond, 6 Reps. Sen. Pressler, 1 Rep. Sen. Baker, 9 Reps. Sen. Tower, 27 Reps. 3 Reps., Gov. l Rep., Gov. Sen. Warner, 10 Reps. 8 Reps., Gov. 1 Delegate Sen. Randolph, 4 Reps., Gov. 9 Reps. Sen. Simpson, 1 Rep.



CONGRESSIONAL VOTING RECORD

98th CONGRESS

SENATE VOTES

1. RETIREMENT DISABILITY

On March 21, 1983 the Senate by a vote of 30-61 rejected an amendment offered by Senator Bradley (D-NJ) to H.R. 1900, the Social Security Act Amendments.

efits for individuals who are 62, disabled, and therefore This proposal would have increased retirement bencould not work to age 65.

A vote in favor of the amendment is right, against

UNEMPLOYED WORKERS HEALTH CARE FOR 7

On May 5, 1983 the Senate by a vote of 36-63 defeated an amendment offered by Senator Kennedy (D-MA) to S. Con. Res. 27, the First Budget Resolution.

This proposal would have provided \$2.7 billion in FY84 for health care assistance programs to unemployed A vote in favor of the amendment is right, against

3. BUDGET CUTS

On May 19, 1983 the Senate by a vote of 45-55 rejected an amendment offered by Senator Helms (R-NC) to the FY84 Budget, S. Con. Res. 27

The proposal would cut funding by 5% for all social and domestic programs, except defense spending and Social Security.

A vote in favor of the amendment is wrong, against

4. LABOR-MANAGEMENT RACKETEERING BILL

On June 20, 1983 by a vote of 75-0 the Senate passed S. 336, the Labor-Management Racketeering Act.

labor union officials without placing comparable sanc-The legislation places the following restrictions on tions on the actions of management. The bill will:

1) Make any payment which is currently illegal under Section 302 of the Taft-Hartley Act and is more than \$1000

2) The period of disqualification from union office is 8. UNEMPLOYMENT COMPENSATION II increased from 5 to 10 years; and

3) Debarment from office would begin on the date of appeal their salary will be held in escrow pending the a trial court's decision rather than at the conclusion of the appeals process, and, if an individual elects to completion of the appeals process

A vote in favor of the legislation is wrong, against

5. MORTGAGE AIL

(R-PA) Amendment to H.R. 3133, the FY84 Appropriations On June 21, 1983 the Senate by a vote of 55-39 accepted a motion made by Senator Garn (R-UT) to table the Heinz bill for Housing and Urban Development

home owners who are unable to meet their mortgage The Heinz Amendment would establish a mortgage aid program of federal loan guarantees to unemployed

A vote in favor of Senator Garn's motion is wrong, against right

6. TAX CUT

On June 29, 1983 the Senate by a vote of 55-45 defeated the House passed H.R. 1183, the Tax Rate Equity Act.

billion, with the majority of it coming from high income This proposal would place a cap of \$720 on the tax cut an individual would be eligible to receive. This cut would have resulted in an increase in revenue of \$6 individuals. Those who earn \$45,000 or less would still receive the full 25% tax cut

A vote in favor of the legislation is right, against

7. UNEMPLOYMENT COMPENSATION I

MICH) to S. 1887, the Federal Supplemental Unemployment Compensation Renewal bill. This proposal would On September 30, 1983 the Senate by a vote of 26-64 rejected an amendment offered by Senator Levin (Dextend for 10 weeks benefits for workers in states with the highest unemployment rate

A vote in favor of the amendment is right, against

On September 30, 1983 the Senate by a vote of 37-54 1887, the Supplemental Unemployment Compensation Renewal bill. This proposal would have extended for up to 8 weeks, benefits for individuals who had exhausted rejected an amendment by Senator Byrd (D-WV) to S. all other state and federal benefits

A vote in favor of the amendment is right, against

9. "BUY AMERICAN"

On October 25, 1983 the Senate by a vote of 55-35 passed a motion made by Senator Chafee (R-RI) to table the Metzenbaum-Specter Amendment to H.R. 3103, the Surface Transportation Technical Corrections Amendments

The Metzenbaum-Specter Amendment required the use of American made materials in the construction of federa highway projects that exceed \$500,0

A vote in favor of Senator Chafee's motion is wrong,

10. UNION POLITICAL ACTION AMENDMENT

On May 22, 1984 the Senate by a vote of 65-32 agreed to a motion made by Senator Mathias (R-MD) to table Senator Helms (R-NC) amendment to H.R. 5174, the Bankruptcy Court Reform Act.

The Helms Amendment would prohibit unions from using dues money for election activities such as Get-This amendment would apply only to unions; corporations would still be able to use their treasury funds for Out-The-Vote drives and voter registration campaigns. these political programs.

A vote in favor of the Mathias motion is right, against

Key to Symbols

A —absent or voted present W-voted or paired wrong R —voted or paired right

X —not in office D-did not vote

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1. CONSTRUCTION FUNDS

On March 3, 1983 the House by a obs bill. This proposal would have vote of 158-256 rejected an amendment by Representative Conte (R. MASS) to H.R. 1718, an emergency cut \$423 million in public works construction funds from the legislation.

A vote against the amendment is right, in favor of the amendment

2. SOCIAL SECURITY I RETIREMENT AGE INCREASE IN

ment offered by Representative Pichle (D-TX) to H.R. 1900, the Social On March 9, 1983 the House by a vote of 230-200 passed an amend-Security Reform Act Amendments.

the retirement age will bring more 65 to 67 by the year 2027. This rise in The Pickle Amendment will gradually raise the retirement age from money into the Social Security sysA vote in favor of the amendment is wrong, against right

3. SOCIAL SECURITY II. PAYROLL TAX

On March 9, 1983 the House by a vote of 132-296 rejected an amendment offered by Representative Pep-per (D-FL) to H.R. 1900, the Social Security Reform Act Amendments

raise the payroll tax an employer pays from 7.65% to 8.8% by the year age in an effort to bring more money resentative Pepper's proposal will Instead of raising the retiremen into the Social Security system, Rep.

A vote in favor of the amendment is right, against wrong

4. MORTGAGE RELIEF

gency Housing Assistance Act, H.R. 1010, the Co To aid these unemployed workers, the House passed the Emerployed, unable to meet their mortgage payments and facing foreclo-Millions of workers are unem-

ALABAMA

1. Edwards (R)

HOUSE VOTES 98th Congress

219-196. The legislation authorized \$760 million for the creation of a temporary loan program to help unemployed home owners meet their mortgage payments.

A vote in favor of the legislation is right, against wrong.

5. DAVIS-BACON ACT

On July 12, 1983 the House by a vote of 148-270 rejected an amendment by Representative Walker (R-PA) to H.R. 10, the National Development Investment Act.

tections of the Davis-Bacon Act by ment would have undercut the proempowering the Secretary of Commerce to waive Davis-Bacon regu-Representative Walker's amend lations on projects funded by the bill

A vote in favor of the amendment is wrong, against right.

6. JOBS BILL

On September 21, 1983 the House by a vote of 246-178 passed H.R. 1036, the Community Renewal Employ-

tunities for long-term unemployed workers. The money would be used The bill provides \$3.5 billion in ments to create employment opporto repair community facilities. It was estimated the bill would create 500,000 grants to state and local govern

A vote in favor of the legislation is right, against wrong

7. COAL SLURRY PIPELINE

On September 27, 1983 the House by a vote of 182-235 rejected H.R. 1010, the Coal Slurry Pipeline Act.

38. Patterson (D)

eral eminent domain authority to coal slurry pipelines. This would have companies who wish to construct created many jobs in the construction industry.

A vote in favor of the legislation is right, against wrong

LABOR CONTRACTS BANKRUPTCY AND

For a bill to be considered on the House Floor, a Rule establishing the quidelines for Floor debate must be adopted. If the Rule fails, it is doubtful the legislation will go to the Floor or consideration.

On March 21, 1984, by a vote of 465, which established the Rules for Floor debate on H.R. 5174, the Bankruptcy Court Reform Act. The Rule provided for 2 hours of Floor debate and permitted one amendment to be 242-166 the House passed H. Res.

The Bankruptcy Court Reform bill has been signed into law. The legislation contains language to address the problems associated with bankruptcy and labor contracts and consumer bankruptcy, grain elevator Chapter 11 of the Bankruptcy Code.

A vote in favor of the Rule is right, against wrong

9. HIGHWAY PROJECTS

On June 7, 1984 the House by vote of 297-73 passed H.R. 5504, Highway Funding bill.

terstate Cost Estimate that provides funding for highway projects through The bill is an eighteen month In-FY85 at a cost of \$2 billion.

A vote in favor of the legislation

EMPLOYER SANCTIONS IMMIGRATION REFORM [_REMOVAL OF

On June 13, 1984 the House by a vote of 128-304 defeated an amendment offered by Representative Roybal (D-CA) to H.R. 1510, the Immigraion Reform and Control Act.

The bill provided that employers would be liable for fines of up to who knowingly hire illegal aliens amendment would have completely deleted the employer sanction pro-Representative visions of H.R. 1510

A vote in favor of the amendment is right, against wrong

RENEWAL OF BRACERO 11. IMMIGRATION II. PROGRAM

On June 14, 1984 the House by a vote of 228-172 passed an amendment offered by Representative Pagration Reform and Control Act. The to permit growers to apply to the Attorney General for guest workers would be permitted to move from one netta (D-CA) to H.R. 1510, the Immi-Panetta Amendment expands the H-2 Guest Agricultural Worker Program who could remain in the U.S. for up to 11 months. During this time they employer to another or into a different geographic region. No limit is placed on the number of foreign workers permitted to enter the coun-

A vote in favor of the amendment is wrong, against right

12. JOBS_SYNTHETIC FUEL CORPORATION

On August 2, 1984, the House by a vote of 236-177 passed an amend-ment offered by Representative Ratchford (D-CONN) to H.R. 5973, the FY85 Interior Appropriations bill

The amendment would provide \$8.2 billion in funding for the Synthetic Fuels Corporation which would result in a number of jobs in the heavy construction industry.

A Vote in favor of the amendment

1. Craig (R)

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In Deregulation's Aftermath, Teamsters Reemphasize Need for Worker Equity

eamsters stormed Capitol
Hill again last month, testifying before Senate
Commerce, Science and Transportation Committee oversight
hearings on deregulation.

IBT Chief Economist Norman Weintraub, author of a comprehensive study on deregulation's impact on employment, and IBT Local 200 Secretary-Treasurer Raymond J. Fularczyk made it clear in their testimony that Teamsters remain the hidden victims in the wake of motor carrier industry deregulation and deserve the assistance only Congress can provide to bounce back from this legislative nightmare for the trucking industry.

The union witnesses also pointed out that although the "current recovery has improved conditions for many trucking firms, few believe that the shakeout is complete. Economic instability is expected to continue."

When hundreds of small carriers' operations are still threatened, our members' jobs are still jeopardized, the witnesses theorized, in asking the panel's support for a comprehensive nine-point program of legislative changes to help the industry and its workers recover.

Both witnesses noted Teamsters General President Jackie Presser's deep concern at the upheaval deregulation has caused in the lives of more than 300,000 Teamsters employed in the motor carrier industry and related crafts since the legislation was enacted four years ago.

"Deregulation is responsible for declines in employment among traditional firms in the industry," Teamster witnesses told the legislators.

But more than that, it has resulted in a general erosion of a once stable industry that seems unlikely to revive without Congress' assistance.

While general economic conditions in the trucking industry have recently improved the earning abilities of some carriers, the employment situation has not significantly improved for the unionized workers of general freight carriers," IBT witnesses noted. "There is also evidence that small towns and small shippers are experiencing much higher rate increases now than in the 1970s. New trucking firms have not been able to provide the same level of service as the larger, better financed firms that they have replaced. In addition, investments in new trucks have declined, and overthe-road fleets are aging. This implies growing highway safety problems in the 1980s."

Noting that in 1983 ten top carriers were controlling over 50 percent of the profits, and that since 1980, more than 350 carriers have failed, according to the American Trucking Associations, Inc., the Teamsters asked, "Is this the future that Congress intended for the motor carrier industry? Should rates and service options be controlled by the largest carriers, while smaller carriers are constantly on the verge of bank-ruptcy?"

IBT representatives noted that the "Teamsters have been involved in more than 20 major Class I carrier bankruptcy cases since enactment of the 1980 legislation, some of which companies continue to operate at reduced levels under the protection of a bankruptcy court, but most of which have been forced to liquidate their assets. Ultimately, nearly 30,000 Teamsters have lost their jobs permanently," they told the committee.

Teamster witnesses asserted that Congress never "intended to benefit consumers by permanently lowering workers' standards of living. Yet it is the workers who are penalized in the current regulatory scenario.

"Our most recent employment survey indicates that the layoff rate for our members working in general freight is 29.2 percent. Almost 100,000 of our members are out of work—nearly four times the national average!

"Consider in human terms what the economic dislocations and losses of pensions and health insurance benefits have meant to unemployed Teamsters," the witnesses implored.

"These people never asked for the ICC's brand of deregulation, but they got it, and now they are out of a job. These are the hard facts of life that our unemployed members must face every day," Fularczyk reminded the committee.

The Teamsters, in citing our goals for any legislative changes, said, "We sought job

security language and were told it wouldn't be necessary....We were promised that if this legislation harmed our membership, we could win redress for them. Frankly, when nearly 100,000 people have been legislated out of their jobs, the time for redress is now!"

The Teamsters urged that to protect workers, the hardest hit victims of deregulation, and bring stability to the industry, Congress should:

1) Direct the ICC to implement the Motor Carrier Act of 1980 in accordance with Con-

gress' intent.

2) Accord workers displaced from regulated motor carriers priority hiring rights when other regulated carriers expand their work forces and authorize reasonable compensation to those unemployed workers who must

move to obtain new employment in this industry.

3) Mandate that before new grants of operating authority are tendered, the ICC must determine that carriers are capable of providing the service petitioned for and that the service will satisfy some public need.

4) Safeguard the public interest by directing the ICC to maintain effective service obligations and by establishing a monitoring system to determine whether carriers are satisfying these service obligations.

5) Investigate the practice of "predatory pricing" and mandate that trucking rates must

cover costs.

6) Legislatively amend Section 30 of the 1980 Act to require not less than \$1 million minimum level of financial responsibility for nonhazardous cargo and extend this requirement to

private carriers in interstate commerce, with Congress requiring the ICC to strictly monitor compliance with current liability standards.

7) Require that safety laws be complied with by all segments of the trucking industry, particularly the hours of service

standards.

8) Mandate that the ICC and the U.S. Department of Agriculture enforce Section 16(a) of the Motor Carrier Act of 1980 which calls for "written contracts pertaining to certain interstate movements by motor vehicles," extending the benefits of a written contract to owner-operators, and further mandating that owner-operators be considered employees for purposes of labor law and be guaranteed the right of collective bargaining with the motor carrier holding authority.

9) Implement a study on the use of the liberalized intercorporate hauling policy allowed by the 1980 Act. The Teamsters also called for legislation to end "single source leasing."

Teamster witnesses also went on record in support of the principle of collective ratemaking and continuing the exemption from anti-trust laws for the motor carrier industry. They also stated the union's total opposition to any further deregulatory efforts.

Deregulation of the motor carrier industry is now four years

Many in the industry have either fallen by the wayside or learned to survive in the new operating environment. We in the Teamsters believe in accepting reality, too, but when that reality makes second-class citizens of 100,000 people and jeopardizes still more thousands as the dog-eat-dog battle continues, we also feel it is our moral obligation to make Congress aware of the facts and win justice for our members.

Truth and justice are the American way. We believe an equitable Congress will act on our requests.

DRIVE Keeps Rollin' As We Near Election Day

ebacles such as deregulation can be countered, if we have a collective voice that speaks loudly enough for us on Capitol Hill. It is that premise that has guided the Teamsters this year, as we've geared up our national political action program, DRIVE, and begun a real campaign to provide the financial backing to make our voice heard loud and clear in forums where it will count.

As Election Day neared, DRIVE representatives' efforts were still in high gear, with our DRIVE team out there signing up new members every day for

Among those who agree that being politically active is important to our efforts as unionists is Ernest Hines, president of Teamsters Local 822 of Richmond. Hines just conducted a very successful \$1.00-a-week DRIVE checkoff sign-up among



the UPS drivers at his local with the assistance of DRIVE, pitching our political program effectively.

DRIVE works for ALL of us-Democrats, Republicans and Independents. Let's keep it rolling along after Election Day as effectively as it has been in the last year. It's beginning to make a difference!



Teamster Addresses Alcoholism Question At Mass. Health Forum: Says We Need to Solve Problem. **Not Ignore It**

hanks to you, it's working" is a slogan of the United Way or-

ganization.

One example of United Way's close involvement with area communities was a recent seminar sponsored by United Way, in conjunction with the Committee on Alcohol and Drug Abuse in the Workplace and organized labor in the Central Massachusetts area. On hand to report at the meeting on the Teamsters' efforts against the alcohol and drug abuse problem was J. Joseph Cotter, an assistant to General President Presser.

Cotter, in addition to learning about other initiatives being explored to combat these difficult problems during the session, sparked a lot of interest with his own presentation. He explained that the Teamsters have been moving rapidly to help our members cope with alcohol and drug dependencies through a number of successful pilot programs across the nation, and expressed the view, held by most health experts today, that alcohol and drug dependencies are problems that impact on the workplace, and thus, should be combated in joint programs between labor and management.

"Alcohol and drug abuse are equal opportunity employers," Cotter reminded participants at the seminar. "They're found in the corporate suite, as well as on the assembly line, on the road and in the home, in our schools and on the streets. The young, the old, rich and poorall are potential or actual victims.

Noting the enormity of the problem in the workplace, Cotter told the group that alcohol abuse cost our country more than \$77 BILLION last year, with over half that toll—\$43.6 billion—due to lost and reduced productivity, and with drug abuse adding another \$27.4 billion to the yearly bill.

And those figures don't even include the personal problems, the labor grievances, the faulty decision-making, thefts, violence, crimes, security violations and other related problems that can accompany alcohol and drug abuse in the workplace!

vershadowing all of this is the simple human tragedy, the waste and loss of life and the consequences for family and friends," Cotter emphasized, in noting the victims we really want to protect are the abusers themselves, among them union members.

According to a recent Gallup Poll, most of us concede that alcohol abuse is a major national problem, Cotter pointed out, yet more than a third of us acknowledge also that drinking may be a problem in our own homes. In our society, where drug and alcohol abuse are problems of massive proportions, it's a rare person, indeed, who doesn't know at least one alcoholic or drug abuser.

Clearly, those problems don't evaporate when an employee reports for work. Rather they are 24-hour-a-day, 7-day-a-week problems that affect every aspect of a worker's life.

To combat these problems, unions like the Teamsters and enlightened employers are joining together to alleviate the suffering by adopting coordinated approaches to the problem.

We have learned that "tackling it will take the combined efforts of the individual employee, the union, the company, the community and rehabilitative organizations," Cotter

noted.

While no one would argue that corrective discipline should be suspended for abusers, to be truly "corrective, discipline must be combined with opportunities to recover.

"Most companies find there are two basic approaches: 1) ignoring the existence of a problem, summarily firing employees that have it, and taking no chances by conducting drug searches and screenings, or 2) choosing the more cost-effective and humane path of identifying chemically dependent employees and getting them help for their disease," Cotter said.

Working together, he added, labor and management can help alleviate the problem, rescue troubled workers and, in the process, retain what often are some of a company's best, most productive, most experienced workers.

The first step, he noted, is in the area of insurance. Seeking out insurance coverage for employees that treats alcoholism and drug treatment as they do other treatable medical problems has proven to be cost-effective, Cotter noted, in that it reduces future medical claims for victims and members of

their families. Any increased "rate (for chemical dependency coverage) is cheap when compared to other health insurance benefits," the Teamster leader asserted.

Assuming that an employer really wants to deal with the problem, rather than sweep it under the rug, there are many other avenues that can be jointly pursued, he added.

"Warning, disciplining and firing a worker with the disease of chemical dependency simply isn't effective," he affirmed. "Would you discharge an employee with heart disease or diabetes? Of course not! You would provide that person with the proper medical attention and care, and see to it that when their illness was controlled, they were back on the job. Many businesses are discovering that the same methods work for those with chemical dependency problems," Cotter noted.

The Teamster pointed out that one effective system of dealing with such problems is the establishment of equitable systems of dealing with abuse problems.

"Arbitration should seek to improve the relationship of the parties rather than to sharpen their adversarial positions,'

Cotter said, and the history of alcohol and drug abuse arbitration argues powerfully for joint approaches to the problem through the collective bargaining agreement. Many disputes can be precluded by agreeing in advance on reasonable rules against drug abuse and on a fair system of enforcing them.

Employee Assistance Programs (EAPs) are often effective in this regard. These programs, in existence for several decades, have compiled an impressive record of recovery rates.

Cotter noted a successful General Motors EAP, in which from 1972-1979, more than 42,000 workers were referred to the program.

A 1982 study showed that time off the job declined by 40%, with benefit payments down 60%. Accidents, disciplinary actions and grievances dropped by 50%.

Citing countless other successful programs, Cotter reported that "business, industry and labor have accepted and

implemented EAPs simply because they work.

"My own union has assisted in the development of such programs in New York, Ohio and throughout Canada," Cotter added.

"Given the mutual stake of both management and labor in creating a wholesome work environment, we have a strong common interest in tackling this problem head-on.

elping employees with counseling services and treatment plans for their chemical dependency benefits the employer and the worker, whether the victim is an assembly line trainee or a senior vice president," he noted.

While such plans have "tangible, quantifiable and measurable benefits, in terms of lower absenteeism, reduced health care and disability costs, better workmanship, fewer accidents and grievances, improved management and productivity, perhaps the most important thing, in human terms, is that such help saves lives and preserves families," Cotter concluded. And that's the bottom line for us, because protecting our members' health and wellbeing is a very important part of what unions are all about!



SAE Continues Studies On Comfortable Cab Configurations

ork is continuing on the development of an anthropometric characterization of U. S. truck drivers to be utilized in truck design work. The Society of Automotive Engineers (SAE) will develop a recommended practice and make the results of the project available to the public within a year.

The project, begun by SAE in July, 1981, involves the joint efforts of truck manufacturers, industry, government and the IBT Safety and Health Department. The goal of the project is to develop engineering tools based on drivers' physical measurements (i.e., height, leg reach, arm reach) which will be used in designing the interior of truck cabs and sleepers.

The project was undertaken in two phases. The first study gathered data on 183 male and 23 female U. S. drivers of heavy duty trucks using a specially designed truck cab buck. The buck featured a seat and steer-

ing wheel which could be adjusted to accommodate the truck driver population.

Seat and wheel position were recorded under three different configurations and were adjusted by the individual driver. Data was gathered on arm and leg reach, and sleep envelopes were measured.

The second part of the study was initiated in August, 1983, for the purpose of gathering additional information on female drivers of heavy duty trucks. A total population of 53 female drivers was measured. The report describes the female driver population of heavy duty trucks in terms of demographic and clinical anthropometry.

The IBT Safety and Health Department is committed to this effort to improve the spatial design of truck cabs and sleepers. The IBT Safety and Health Department has a seat on the SAE task force undertaking the project.

IBT SHIELD SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

New Film Will Emphasize Rollover Hazards

ollover is probably the most catastrophic kind of accident for professional truck drivers. Rollovers are involved in 55% of heavy truck occupants' fatality accidents. Once you have passed the rollover threshold, there isn't anything you can do to prevent the rollover; thus, the only way to prevent rollover is to avoid situations that lead to it.

To communicate tips on safe handling practices and how to avoid rollovers, the IBT Safety and Health Department has joined in a cooperative effort with industry and government to develop an educational safety film on rollovers. The film is targeted for completion in June, 1985.

The film's message will be directed at the experienced truck driver, whose safety is at stake. The film will convey information that safety researchers have recently learned about how articulated vehicles handle and what the driver can do about rollover.

Another safety film on braking and jackknifing is also being developed.

Study Confirms What Workers Knew

Unemployment Is Bad for You

vidence linking recession and ill health has just been published by the Johns Hopkins School of Hygiene and Public Health.

In a study conducted for the Joint Economic Committee of Congress, it was found that a 10% increase in unemployment will result in a 1.2 percent increase in cardiovascular mortality, a 4.2 percent increase in the population in mental hospitals, and a 1.3 percent increase in cirrhosis mortality. The study indicated that the unemploy-

ment rate is significantly related to increases in cigarette smoking as well as the proportion of the population living alone. The business failure rate was found to be significantly linked to increases in cigarette smoking and alcohol consumption. According to the study's authors, alcohol consumption and living alone are linked to suicide rates.

In short, hard economic times and increased unemployment are bad for the health of American workers and their families.

Study Shows Need for Improved Hearing Protectors for Workers

arplugs are widely used as personal protective devices against noise in industry. Since there are several different types of earplugs on the market today, many workers wonder which earplugs will give them the most protection.

To answer this question, the National Institute for Occupational Safety and Health (NIOSH) did a field survey of earplugs. According to the NIOSH survey, the best earplugs are simple expandable foam inserts and custom-molded silicone plastic plugs. The foam plugs were rated to be 56% as effective as their manufacturers claim, while custom-molded plugs were found to be 70% as effective as claimed.

The least effective plugs were the pre-formed plastic and the wadded acoustic wool plugs. The pre-formed plastics are only 24% as effective as their makers claim, and the acoustic wool 28%.

In short, the NIOSH study shows that although some earplugs are better than others, even the best only work 70% as well as claimed. Clearly, there is a need for labor to continue to push for engineering controls to reduce noise hazards at their source. Installation of engineering controls is the best protection against hearing loss from noise exposure.



Pre-Formed



Acoustic Wool



Expandable Foam



Custom-Molded

Drivers Take Note: Hours of Service Rules To Change

n light of the IBT's recent victory in the driver logbook case, the Department of Transportation (DOT) will reinstate the following hours of service requirements:

l. The 100-mile radius exemption containing the 12-hour on-duty provision.

2. The seven data items from the logbook which were deleted in the latest rulemaking item (i.e., total mileage today, name of co-driver, home terminal address, total hours, shipping papers, origin and destination or turn around point).

Drivers' record requirements had recently come under attack by DOT when the agency issued a final rule on November 26, 1982, mandating that drivers need no longer indicate on their duty status record document 7 of the 15 data elements previously required and that the exemption from recordkeeping for those drivers operating within a 100-mile radius of their terminal be increased from 12 to 15 consecutive hours. This change permitted these drivers to be on duty for a longer period of time.

The IBT fought these revi-



sions in D. C. Circuit Court and won their reinstatement.

The DOT, however, was successful at defending a challenge to their decision to permit the use of a non-standardized form instead of the drivers' daily log or multi-day log form.

The reinstatement of these requirements for driver recordkeeping will be accomplished by an amendment to the DOT final rule. The DOT plans to accept comments from the public regarding the amendment when it is issued.

NLRB Sets New Test For Bargaining Units In Hospital Industry

fter years of controversy over which bargaining units are appropriate in the health care industry, the National Labor Relations Board. in the St. Francis Hospital case, has adopted the "disparity-ofinterest" test for making such determinations. The "disparity-of-interest" test requires that the union establish that the employees in the petitioned-for bargaining group have "sharper" than usual differences or disparities in their wages, hours and working conditions, etc., than the other employees in an overall professional or non-professional unit.

The union in the St. Francis Hospital case sought a bargaining unit consisting of the hospital's 39 maintenance employees. The overall service and maintenance unit in the hospital contained 438 employees. All of the service and maintenance employees, including those in the petitioned-for unit, were found to be subject to the same hourly pay plan, benefits, departmental supervision, and were affected by the centrally controlled labor relations policies.

Based on these facts, the Board concluded that the record failed to demonstrate a disparity of interest between the maintenance employees in the unit sought by the union and the other non-professionals to warrant a separate bargaining unit.

The adoption of the "disparity-of-interest" test means that, in order for a group of employees to be separated from an overall professional or nonprofessional unit, there must be a stronger showing that the desired bargaining unit has distinctive interests and working conditions. This ruling obviously puts more of a burden on the organizing union to be familiar with the functions of employees in the numerous job classifications in the hospital.

It appears that the NLRB is moving toward the extreme view that all professional or non-professional bargaining groups are the only appropriate units in the health care industry. This, as well as other recent Board decisions, will make organizing hospital employees much more difficult.



Legal
Counsel
Says . . .

(NEWS OF NOTE TO TEAMSTER LOCALS)

Our

Pension Equity for Spouses

qual rights of spouses to pension benefits recently received a strong bipartisan push into law. The Retirement Equity Act of 1984, sponsored by Rep. Geraldine Ferraro and signed into law by President Reagan on August 23, 1984, extends a share of pension benefit rights of employees to their husbands or wives.

Although different pension plans are affected in different degrees, three important minimum features will be required of virtually all private pension plans by 1985: 1) an employee's husband or wife must share in an employee's right to a retirement annuity unless the husband or wife personally cosigns away that right; 2) the widow or widower of any vested pension plan participant who dies before retirement must receive a survivor benefit;

3) an employee out of service for maternity, infant care, or adoption leave is protected from a pension plan break-inservice for one year. (Please understand that this last item does not give a right to a leave of absence; it only protects pension rights if a leave of employment is already permitted.)

Because of the variety of pension plans in which Teamster members participate, including single employer, multi-employer and public employee plans, the Retirement Equity Act will not affect every member's current pension rights. Each pension plan must be looked at individually to determine whether changes are required. Teamster members having questions about their pension rights under this new law should direct any inquiry to their own plan's administrator.

CONSUMERS CORNER

he saying goes, "You can't fight city hall." But you can fight city hall and G.E., the phone company, or any other business, large or small, giving you the business. Think of a corporation as a large, slow moving tortoise. Banging on its hard, thick shell will get you nowhere. Try for the attention of senior officers by addressing correspondence to them and make it plain you will pursue your case to local consumer authorities or media advocates.

One lady we know fought the phone company and won. When her phone bill became itemized a few years ago, she discovered an extra charge. It seems that New York Telephone had been charging her for an extra telephone. When she complained, NY Tel insisted there was an extra phone. Said she, "You

find it, I'll eat it.'

After sending a representative to her home, the company admitted its mistake. But although the extra charge had appeared for more than five years, NY Tel said they would refund only one year's overcharge. After many letters, phone calls, the intervention of a phone company officer and a threat to take the story to a local TV consumer reporter, she received a full refund—over \$400.

Many companies have set up channels through which complaints can be processed and acted upon. It's simply a matter of good business sense to smooth ruffled feathers. However, if your initial contact falls on deaf ears, start setting some wheels in motion.

Always follow up a telephone complaint with a letter. Mail correspondence will provide you with proof that the company is aware of the problem. Address your first letter to the consumer affairs department. If there is none, write to the vice president in charge of sales.

The Credit Union National Association, in its pamphlet, "Solving Consumer Problems," advises addressing letters to top company officials if you want quick action. CUNA's "Everybody's Money" offers an 80-page booklet listing names and addresses of the top brass of various large consumer prod-



uct manufacturers, all state attorneys general, and state consumer organizations. The booklet, "EM Complaint Directory for Consumers," is available for \$2.50 from "Everybody's Money," Box 431B, Madison, Wis. 53701.

No matter how disturbed you are by a company, it is best to control your emotions and compose a letter which states your case clearly and completely. The American Association of Retired Persons offers the following checklist for content of a complaint letter:

 Provide your name, your address and phone number where you can be reached during the day and evening.

 Describe what you bought and when you bought it. In-

clude model, make number and names, if possible.

• State where you made your purchase—in your home, at a friend's home, from a catalog, through an ad in a newspaper or magazine, on television or radio, or at a store.

• State the problem. Give a history of what is wrong with the product or service you bought. Tell the company why

you are dissatisfied.

 Enclose copies, not originals, of everything relevant to the sale: warranties, contracts, cancelled checks, sales receipts, bills, etc.

 State what you want the company to do about your complaint. Demand satisfaction, but tell the company what will satisfy you—a refund, a replacement or repairs.

 Tell the company when you want it to respond. Be reasonable. Allow two to three weeks.

- · Give the name or names of offices, agencies or associations you intend to go to for help if your problem isn't solved.
- Tell the company where you are sending copies of your letters, i.e., local or county consumer office, Better Business Bureau or state attorney gen-
- Once the letter has been sent, keep track of the number of days you've given the company to respond. Circle the deadline on your calendar. If you don't hear from them, take further action. Send a second letter restating the problem, when you sent your first letter, and the fact you haven't received any satisfaction. Make sure you keep copies of all letters. If there still is no resolution, contact a consumer agency or your local newspaper or TV station.

TEAMSTERS:

TEAMSTERS ERNATIONAL BROTHERHOOD OF TEAMSTI INTERNATIONAL BROTHERHOUSEMEN & July 5, 1984

Let's Show We Care On This Year's **United Way** Campaign

25 LOUISIANA AVENUE, N.W.

United Way Campaign All Affiliates

Dear Brothers and Sieters: members have tradition appeal campaign very 40: RE:

Ed grand

E

Won't you heed this personal appeal from General President

Presser?

Our recommended procedure of securing a written agreement from the local United Way organization will assure that contributions from union members will not finance right-to-work organizations and will, at the same time, assure that United Way will be able to lend a helping hand to those in need.

-2-

The United Way is an umbrella organization which The United Way is an umbrella organization which helps countless charities around the country and in local communities, many of which our own Teamster families have had to utilize in the past. Your United Way contribution will go to help many agencies, among them: alcoholism agencies, the American Cancer Society, drug abuse prevention agencies, hospice programs, the Mental Health Association, the National Council on Aging, the United Cerebral Palsy Association and the Visiting Nurses Association, to name a few.

I personally can attest to their good work, since the Ohio Conference of Teamsters has been actively involved in their volunteer efforts for many years.

We Ohioans like to say, "Teamsters Are People Helping People." The United Way has its own slogan, "Neighbors Helping Neighbors." Both slogans represent our Helping People." common commitment to helping those in need.

Through our giving, participation, and leadership in United Way, we can help provide vital services to people in need.

Hard times are a real time for extra commitment. Teamsters have always responded generously in the past to charitable appeals and I hope your response to this request will be no different.

On behalf of your union officers and any of your brother or sister Teamsters who may benefit from your contribution to this good cause, I thank you for anything you can do to help.

> 0 ressu Jackie Presser General President

JP:SM:U

SCHOLARSHIPS for High School Seniors

Applications for the 1984–1985 International Brotherhood of Teamsters Scholarship Competition

The competition is open to sons and daughters of Teamster members. Active, retired, disabled, deceased or recently laid-off members. Must be a high school senior. Student should be in the top 25% of his/her high school class. Student must submit high SAT or ACT test scores. Students must show financial need. Dependents of union officers or employees may not apply. The deadline for the completed application is November 30, 1984 and for any other additional requirements February 28, 1985.



BUILD A BETTER COMMUNITY WITH YOUR BARE HANDS.

@ United Way

Julius W.

T Care!

When you give to United Way, your money works for you at home. It goes into community services for the elderly, local youth programs and foster care.

It also helps you run blood banks and facilities for the physically handicapped.

In fact, your donation helps provide literally hundreds of services that make life a lot better for people in your town.

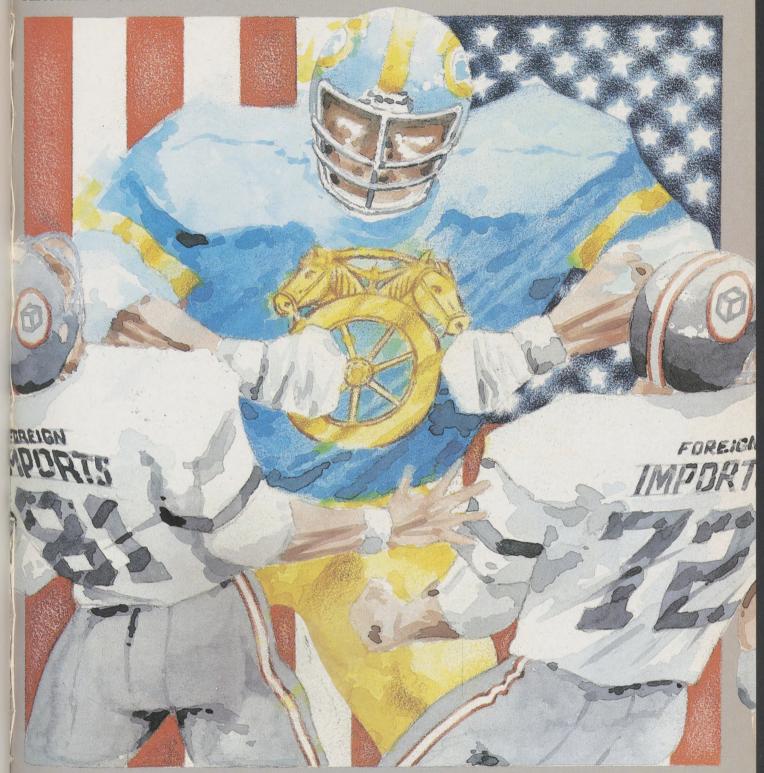
So when your United Way volunteer comes around, be generous.

A better community is in your hands.



United Way
THANKS TO YOU IT WORKS





TEAM UP WITH THE TEAMSTERS

* GUARD AGAINST FOREIGN IMPORTS *

THE PRESIDENT'S MESSAGE

ith the elections behind us, the International Brotherhood of Teamsters is embarking on an active national "Buy American, Support America, Produce American" campaign. Not only will we take our campaign to the Administration and Congress, but also to the American people directly.

In just a few short years, we have seen foreign companies and multinationals dominate and control one industry after another, television, cameras, textiles, automobiles. Cheap labor is just part of the reason, but there are many others to consider. One shocking fact that stands out is that many American consumers no longer believe only that foreign imports are less expensive, they also believe that U.S. products have become inferior. This is a state of mind that is contrary to the fact.

Americans utilize the best technology and the best labor force on the face of the earth. We are determined that "made in U.S.A." once again becomes a proud label which stands for superior products. This will involve a strong commitment from all Teamsters and Americans alike to join in a united effort to buy American products and demand that the major retail stores carry these products.

While our economy has improved dramatically in the past few years, the strong American dollar has made it harder and harder for traders to compete with foreign imports here and abroad. American exports are becoming too expensive for many foreigners to buy, while competitors abroad are able to flood the U.S. with cheaper goods.

U.S. exporters, however, find that their sales are suffering. They must use dollars to buy their parts and pay their workers at home. But when Americans offer their products abroad, they find it hard to charge enough in lower-valued foreign currency to make a profit while remaining competitive.

Teamsters have supported many remedies in Congress to correct this situation, but trade barriers for such ravaged American industries as steel, textiles and heavy machinery are not the only answer. We must allow America to fight unfair trading practices and encourage freer trade with Canada and many other nations of the world.

We must enact stricter retaliatory actions against unfair dumping and foreign subsidies to protect the American market. We have supported a strong domestic content bill for American automobiles, and recently I met with leading executives representing all American automobile manufacturers to urge them to join us in our national campaign to encourage consumers to "buy American." We will also continue our efforts to enact strong "buy American" legislation in Congress including measures to identify foreignmade goods through country-oforigin labeling.

We will not be content to strive for these efforts only on the national scene through Congress and the Administration. We intend to take our compaign into all 50 states, working through state legislatures and governors to achieve this goal to save American industries and American jobs.

This is a massive undertaking but one that is crucial if we are to maintain our status as the industrial leader and the home of the world's greatest free labor force. With the improved economy there is no better time to engage in this campaign and to petition the

From the General President



Jackie Presser

politicians that we mean business.

There is a part for every American and every Teamster in this undertaking. We have seen plants close, rampant unemployment, and the loss of industry all because we are buying foreign made products. We have helped other economies while our people were being laid off. You can help. Buy products made in America. Then and only then will plants reopen, new industries emerge, and workers can go back to work. At the same time, added tax monies will go to our government to help maintain Social Security and education without taxing the American worker fur-

It's your choice; only you can help protect American jobs. Buy American products.

Fraternally,

Jackie Trusser

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.



2



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4



Industrial Trades Div. Hosts Seminar

Delegates are spurred on to meet challenges

Teamsters Board Meets in Florida

Schoessling retirement is announced

IBT Seminar Welcomes J.C. 91 Delegates 8 Canadian Teamsters are eager to learn

10 Little City Golf Tourney Is a Hit Raises nearly \$100,000 for handicapped

Secretary-Treasurer Schoessling Retires 11 Move ends a long labor career

Weldon Mathis Is New Secretary-Treasurer 12 New vice presidents, trustee named

Eastern Conference Retirees Mobilize 14 Virginia session is exciting one

Teamsters Tell It Like It Is on UPS Vote 16 Costs, delay resulted from court case

Teamsters Keep the Faith with ITU 19 Members are still embroiled in controversy

DRIVE's ALIVE 20 Fall election doesn't end the interest

Teamsters Study the Imports Question 22 Seek to preserve our place in world market

IBT Signs Levinson as Advisor on Trade 25 We plan to attack problem on all fronts

In the Pre-Election Period, Teamsters Rally 26 Several efforts aid Reagan team



14

Editorial material should be addressed to: Teamsters Union, Communications Department, 25 Louisiana Ave., N.W., Washington, D.C. 20001

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Teamsters Board Meets in Quarterly Session

Ray Schoessling's Retirement Announcement Tops A Busy Agenda

he IBT General Executive
Board convened its regular quarterly session last
month and heard General Secretary-Treasurer Ray Schoessling announce his retirement
effective January 1, 1985. The
Board joined General President
Jackie Presser in praising Ray's
years of dedicated service to
the labor movement and the
Teamsters Union.

In his final report to the Board, Ray announced that he was leaving at a time when the union was in a financially healthy situation and growing in membership on a monthly basis. The Board heard a number of reports related to legislative matters and the final actions of the 98th Congress, as well as an in-depth presentation on the Teamsters "Buy American" campaign that has recently been launched to encourage domestic consumption and fight foreign imports.

Charles Levinson, Secretary General Emeritus of the Inter-

national Federation of Chemical, Energy and General Workers Union, gave a stirring presentation on the future of labor unions and the general state of the economy concerning the international trade arena. Levinson, who is also associated with the World Health Organization of the United Nations, warned that unless American labor unions, and Teamsters specifically, get involved in the international trade arena, we will see not only a general loss of membership, but also a lessening of our bargaining power in the international industrial, economic complex. Jackie announced to the Board that Levinson's services have been procured by the IBT to promote our involvement in talks with other nations on the entire international trade picture with the hope of controlling foreign imports, creating more American jobs and preventing dumping through American retail outlets.



In other reports, Director of Governmental Affairs Paul Locigno and Director of Legislation Dave Sweeney highlighted recent Teamster involvement with government activity and Congress. They stated that, once again, the Teamsters appeared before Senate hearings and offered suggestions for relief from problems created by deregulation, including establishing priority hiring rights for workers displaced by the Motor Carrier Act of 1980; investigating the practice of predatory pricing; and, opposing any further deregulation of rates or entry.

The governmental/legislative team also brought the Board up-to-date on 1984 election activities, including Teamsters' support for the Reagan Administration and many members of Congress representing both po-



litical parties. DRIVE Director Wallace Clements announced that recent figures showing more than a million dollars taken in by DRIVE for this year's election and representing the largest Teamster intake in recent history now put DRIVE among the top ten of political action committees. Clements stated that DRIVE has been active in every area conference in the United States, and is involved in political races both national and local in every state of the Union. He said this is an accomplishment that every Teamster can be proud of and, more importantly, should represent some substantial victories and gains in the current election.

Other activities before the Board included a presentation by Mary Ann Keeffe, IBT Director of Research, who displayed exhibits showing new computer capabilities in a series of charts outlining employment trends in the United States that are part of a national program to pinpoint jobs for the future in a commission on work study.

Jackie stated that the Research Department is coordinating the collection of National Master Freight and Supplemental Agreement contract proposals from 300 locals and assembling the proposal documents for screening by the National Master Freight Industry Negotiating Committee. In addition, the department is loading the economic proposals on computer and preparing daily reports and analysis throughout the preliminary preparation for negotiations. The use of the computer to analyze proposals from the local unions represents a step forward from analytic

methods from past bargaining rounds and will prepare the Teamsters for negotiations as never before.

Jackie also announced that the Teamsters National Negotiating Committee sent out a proposed contract improvement and extension package to our 90,000 plus UPS members. He stated that results should be tabulated and announced by the end of the month.

In other reports to the Board Director Carmen Parise, IBT Newspaper Drivers Division discussed the current status of the merger situation with the International Typographical Union and plans for the first division seminar meeting to be held October 24-26, 1984. Other reports were given by Department for Retiree Affairs Director Norman Greene and Director of Communications Duke Zeller.

Teamsters Industrial Trades Div. Hosts Exhilarating Session in Vancouver

nswering the challenges of the 1980s," was the exhilarating theme of the 1984 Teamsters Industrial Trades Division Conference, held in Vancouver, B.C., Canada the week of October 7, 1984, and an exciting session it was.

It's the best Teamster session I've attended in 10 years, one industrial trades leader said during the meeting. Instead of crying about all the problems labor faces or the hard times unions are having organizing, we're facing the problems squarely, mobilizing, strategizing, organizing and formulating a plan that will succeed in solving those ills. "This gives me hope," delegate Doc James said, during the session.

Speakers ranging from General President Jackie Presser to Industrial Trades Division Director Joe Konowe to IBT Vice Presidents Ed Lawson, Jesse Carr, Arnie Weinmeister and Don Peters, were joined by ITD Executive Committee members and other speakers in resounding the same firm but optimistic tone.

"When the times get tough, the tough get going," they seemed to be saying, with there being little doubt in anyone's mind that the Teamsters ARE tough enough to face any challenge that might come our way!

During the four-day seminar, of course, delegates also discussed critical questions such as their organizing progress, ways of providing first-class representation, efficacy on the strike lines, strategies for dealing with union-busters and ways of combatting anti-worker

legislation in both the U.S. and Canada. But here, too, the tone was upbeat, with a real can-do spirit evident.

Delegates were welcomed to the session by Joseph Konowe, director of the Industrial Trades Division, along with meeting co-hosts Canadian Conference Director Edward Lawson and Joint Council 36 President and ITD Executive Committee member Peter Moslinger.

Konowe noted at the outset that "we in the industrial division have contracts with multinationals and conglomerates that operate worldwide, companies like Litton with its scores of plants and subsidiaries. It's a new ballgame; we have to get back to the basics. This division is trying to give direction; when our people make up their minds to cooperate, nobody can beat us!"

Lawson, also a Canadian Senator, welcomed delegates to his country, explained a little about its operational differences from the states and lauded the direction given the division by Director Joe Konowe, saying the "success this division has created through his skills, imagination and enthusiasm" is resulting in enviable numbers of new members to our union.

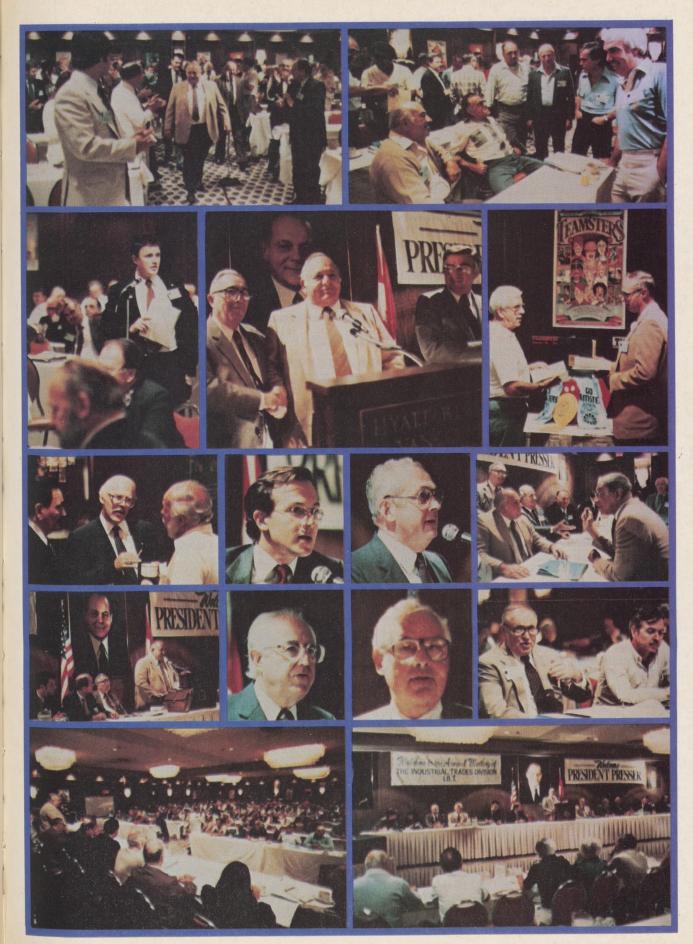
Moslinger's remarks highlighted the value of such trade sessions. His report centered on recent increasingly hostile changes in Canadian government policy toward its unions and the scheduled 1985 deregulation of that nation's trucking industry.

"Here in B.C. we had one of the best labor codes in North America," he told delegates. "It was 'utopia.' But, with the advent of the Bennett government, we have seen adverse changes in that labor code, and are today facing some of the laws you have had in existence for many years," he said. "That's why it's so important to communicate. Some of these things may be new to us, but you've been dealing with them and know how to approach them. We'll be calling on you for advice and assistance."

eynote speaker for the session was, of course, IBT General President Presser, who stole the show with a hard-hitting, brass knuckles recounting of where we stand and where we're going as a union and as unionists. Presser galvanized delegates with a rousing speech, in which he exhorted them to take on those who would attack the labor movement, rout out all who threaten to weaken us from within, and return to the priniciples for which labor was first founded-the gaining, improving and retention of workers' rights, benefits and conditions.

"I don't think ever in the history of organized labor, other than at its inception, will labor have a bigger fight on its hands than we in organized labor will have on our hands during the 1980s." Presser said. "America is changing and when America changes, the rest of the world will change with it." Industries are changing, multinational corporations are going abroad, foreign products are monopolizing our marketplaces.

To meet these challenges, Presser told delegates, since



INDUSTRIAL TRADES

becoming general president he has realigned the union's priorities, making new organizing number one: streamlined its departments, as well as our conferences and joint councils; begun implementing new programs such as revitalizing and expanding our retiree division; begun assessing ways we can help members meet the challenges ahead through job training, retraining and other programs, and set off with new goals, revitalized ideas and a new sense of direction.

"No other union can say we represent virtually every type of worker working in the U.S.A or Canada," he noted proudly. "We are responsible for the livelihoods of 1.9 million people, three to a family, or approximately six million people, and we plan to do that job well," he assured delegates.

Presser noted that DRIVE is on the move, we are learning who our friends and enemies are, we are taking steps to protect our own members' interests, and we are growing!

Presser served notice that the Teamsters can stand the heat from the government, an AFL-CIO eager to keep the heat off its own back, or from the "enemies from within, greedy people, self-serving people," who try to bring the union down for their own selfish reasons.

eal Teamsters know we have been handed a legacy; we've been handed a responsibility, Jackie said. "And I know by a person's eyes if he or she cares about the union. Be it politics or productivity, you're not getting a virgin when you get me."

"There is nobody in this International Union, from me on down, that holds this organization in sway. We are elected by the people, we are governed by a constitution," he said. "The people govern this organization. We only represent their interests. It's a new day for the Teamsters. The days of being attacked, accused, assaulted

and worrying about our backs are over. Where this Internernational goes will be the responsibility of our General Executive Board and our members."

ther Teamster leaders addressing the delegates during the four-day session included IBT Vice Presidents Don Peters, Arnie Weinmeister and Western Conference Director Jesse Carr, as well as Fleming Campbell, representing Eastern Conference Director Joseph Trerotola.

Vice President Peters urged delegates to "forget about relying on the National Labor Relations Board for help in getting

'Never will labor have a bigger fight on its hands than we in labor will during the 1980s,' Presser said.

our cases decided and go back to the streets to win recognition and gain contracts for new workers.

Noting that the industrial trades offer some of the best possibilities today for organizing, Peters said, "We used to think of industrial just as manufacturing, but Joe's job is to organize everything that is unorganized." Peters suggested that to win such organizing drives, "we have to find new ways. Communication and cooperation," Peters suggested, "are two very important vehicles for achieving our goals. Go home and start on real, coordinated organizing campaigns to get the unorganized into the IBT," he urged.

IBT Vice President Arnie
Weinmeister noted the trend toward declining membership
among labor unions today and
offered his prescription. "The
only way to keep up is by continued efforts on organizing
new people into the union," he
said. "It may be more difficult,
but it's still one area we need

to attack on a general basis."
Weinmeister also lauded the union's recent efforts to rejuvenate DRIVE. "Many problems in the U.S. are the result of a Congress unfriendly to anyone representing labor," he said. Lauding recent efforts to make DRIVE a real working force, Weinmeister warned, "If we are the low men on the totem poll, that's where we will be in terms of legislation, too."

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Western Conference Director and IBT Vice President Jesse Carr in his comments noted the "new electricity in the air," as far as Teamsters are concerned. "I know those of us in the West feel we have a new beginning, a greater vigor and bounce, especially in the enthusiasm shown by our members. We have a new movement, a new vitality and new electricity brought about by one man and his helpers—a hard worker, a hard driver, a good leader. It wasn't too many years ago I was calling Jackie Presser any unholy, uncommon name I could, but after seeing his programs for myself, I have become a believer. If we continue under his leadership, we will go back where we were before . . . the greatest labor organization in the free world. I think that's where we are headed!"

Bringing greetings from IBT Vice President and Eastern Conference Director Joseph Trerotola was his executive assistant, Fleming Campbell, who talked about the threats posed to labor by an inactive NLRB and the union-busting attorney consultants, who espouse the right-to-work theology, and are extremely successful in turning back organizing efforts through their delaying tactics and campaign maneuvers.

Campbell suggested new approaches are called for to thwart such efforts, and said that use of labor-management committees to resolve workplace problems might be one workable alternative. Citing several harmoniously working

programs, Campbell asserted that it's imperative to "find better procedures to resolve grievances, better ways to work out their differences and problems."

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"There are two basic cornerstones to getting along—working together in the union and cooperation," he concluded. "Support one another! Things are turning around, so go out and get the job done. No one will beat the Teamsters Union!"

These key speakers were joined by Airline Division Director William F. Genoese, Warehouse Division Director C.W. Bud Smith, Teamster Legal Counsels David Uelmen, reporting on American labor laws, and Ed Norman, with a report on Canadian labour laws, along with IBT Communications Department Director F.C. Duke Zeller, Research Director Mary Ann Keeffe and Organizing Department Director Vicki Saporta, each of whom brought dynamic insights to the problems labor faces and demonstrated that Teamsters are exhibiting new vitality and spirit in solving them.

Zeller, for example, described the new tools being used at the International to refine our communications approach, all the new services available and how, under new direction at the IBT, a new team for the '80s is facing the challenges of the '80s.

"When I read in the paper that labor unions are dying or are a sign of the past, I have to differ. Look at that list of industrial organizing victories," he pointed out. "Look at the new areas you are hitting in . . . that Vicki with her organizing team, using new techniques and approaches, is proving successful in. As long as there are people who want to be organized, America will be proud of the institution of unions and what unionism stands for. We just have to be . . . united and have a new team effort to accomplish our goals," Zeller said.

s an example of the kind of new directions in which the Teamsters are moving, both Konowe and Research Director Mary Ann Keeffe described the activities of the Commission on Work, a project which Jackie initiated and on which the Teamsters are moving ahead full steam. Konowe noted that the project studies not only what today's problems for labor are, but addresses questions of where Teamsters' jobs will be years

from now and how to help our members prepare themselves through education and reeducation programs to meet these challenges.

Other presentations also were interesting and informative, especially Bill Genoese's portrayal of why he wasn't initially sure he wanted to become a member of the Presser team. only to become a 'born-again' when he found out the job would entail back-breaking work, long hours, demands for the best he personally was capable of-all things he thought a union representative must and should be willing to give to win gains for the members, views that the general president shared. Vicki Saporta's organizing presentation had an unusual twist, too, in that it opened with a videotape of what workers DON'T like about unions, before proceeding to a discussion of how to succeed in organizing by really trying.

Regional reports were given by, in addition to Canada's Peter Moslinger, Executive Committee members William T. Hogan, Sr., Central Conference; Thomas L. Brown, Eastern Conference; and Walter Engelbert,

Western Conference.



Carhaulers' Confab

he Teamsters' National Automobile Transporters Joint Arbitration Committee met in quarterly session in Grenelefe, Florida from October 15 to 18.

Committee members sat in formal session, as they do each quarter, to hear and adjudicate grievances presented by member locals under the national Teamsters pact with this crucial transport industry.

Such committees are a vital link in the Teamsters' finely honed grievance settlement process and for many years have served as a valuable means of settling disputes between member and/or local and employer.

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IBT Hosts Leadership Training Seminar for J.C. 91

he IBT Education Department convened Canadian Joint Council 91's first leadership training seminar on September 26 and 27 in Washington, D.C. at International headquarters.

Approximately 41 delegates were on hand for the inaugural program to receive information and instruction on six major areas of concern connected with their IBT constitutional responsibilities and obligations. These included organizing; communications; labor education, including grievance procedures, arbitration and collective bargaining; legislation; the Teamster Information Terminal Accounting Network (TITAN), and political action in Ottawa and provincial capitals by Canadian Teamsters.

The Education Department structured this leadership training program so that it effectively addressed the particular requirements of Canadian Teamsters leaders' activities.

IBT Education Director Arthur Kane began the seminar by stressing the importance of education and IBT efforts to heighten officers' leadership skills through training. "Your purpose here is to sharpen your skills and knowledge," Kane

said. "This is an opportunity for you to see the International headquarters and to familiarize yourselves with all the services available to you from all the

IBT departments.

IBT General President Jackie Presser was the keynote speaker at the two-day leadership training seminar. Presser congratulated Louis Lacroix, president of Joint Council 91, and all the Canadian officers present for the fine job they have been doing in Quebec, welcomed them to Washington, and suggested that they view the International headquarters and get an idea of how the IBT is looking toward tomorrow and the future of this great union.

The traditional slogan here is "to organize the unorganized, and we're doing it," Presser stated. "The IBT Organizing Department has launched campaigns to bring in public employees and high-tech workers and has been very successful. This department sponsored a National Organizing Conference which attracted more than 250 Teamster organizers from around the nation. This conference was a huge success in training Teamsters on effective methods of dealing with management consultants, the modern day 'union-busters.' Thanks to these organizing efforts, Teamster membership is back up to 1.9 million members."

General President Presser advised participants to avail themselves of all the facilities at International headquarters once they returned home, in order to more effectively put into practice the knowledge and skills which they had reinforced at the seminar.

Dave Sweeney, director of the IBT Legislative Department, spoke to the delegates about the various legislative issues facing the Teamsters Union. Sweeney commented that the labor movement must support its own political action committees (PACs), like our own IBT DRIVE, if we are to survive. "The Teamsters and other labor unions must strike out on their own and prove that they are willing to stand up for themselves," he affirmed.

Teamsters in both the U.S. and Canada must get active politically—not just during a Presidential election year, but all the time, Sweeney emphasized, noting that by making our political voices heard, we are expanding Teamster clout and utilizing it across both countries.

General Organizer Jerry
Schmidt led an invigorating
discussion with delegates about
the most effective techniques to
use "before, during and after"
organizing campaigns. Schmidt
suggested that an essential,
when beginning a campaign, is
to "know the audience you are
focusing on and centralize all
your materials toward their primary concerns."

Schmidt informed the delegates of a study conducted recently in California on organizing campaigns, and stressed the four major reasons the study concluded prompted workers to vote in favor of joining a union: (1) because workers were persuaded to vote through a union organizing meeting, and they listened to what the union had to say; (2) because the in-plant committee was effective: (3) because leaflets were distributed at the gate; and (4) because housecalls were conducted.

"All four of these organizing techniques are very effective," Schmidt said, but they all boil down to one thing—"personal contact. Contact with the em-

ployees builds up credibility with the people."

Schmidt noted that there are countless services available from the Organizing Department to help train individuals to put together effective organizing campaigns and urged them to utilize these tools. He also reminded the Canadian delegates that the Organizing Department performs other functions, including gathering information files on runaway companies to aid in potential organizing efforts and keeping track of all prominent unionbusting consultants, both resources that may be referred to at any time by IBT local unions.

During the two-day session, TITAN was a highlight of discussion among the delegates. Dick Bell, administrative assistant to General Secretary-Treasurer Ray Schoessling, pointed out the most important aspects of TITAN operation and described its versatility, ease of use, and capability for positive member identification as among the reasons the system has been so successfully accepted within the Teamsters.

Bell assured Canadian Teamsters that the International intends to keep TITAN growing, and will soon be providing new state-of-the-art terminals and printers to accomplish that job. "These terminals will be faster and quieter than the present ones. They will also enable the Teamsters to expand on the present uses of TITAN, for example, giving us a way to record DRIVE membership contributions, he said.

Delegates were also given a tour of the data processing center by Ed Dellinger, director of Data Processing. Here they were familiarized with both the use and operation of the computer's hardware and software.

Canadian delegates were brought up-to-date on the major activities within the Communications Department by its director, Duke Zeller. "In the near future, the International plans to prepare all of its literature and publications in French as well as in English," Zeller said. "The more we accomplish for the members, the better off we are."

Zeller added that the display





boards now available through the department will soon be available in French to the French-speaking members of the Canadian Conference. He also showed the Canadian delegates a recent film on the International headquarters and its various departments to acquaint them with day-to-day operations.

Also attending from the Communications Department were Maureen Martin and Joseph Blair, who described the IBT's publications and urged Canadian Teamster contributions.

Sally Payne, assistant director of Education for the IBT, gave the delegates a mini-

course on labor education.
Payne told the delegates that labor education in Canada is more advanced than in the U.S. She discussed with the Canadians four major areas of labor education: what it is; what we in the Teamsters have done; what we will do in the future; and how we will do it.

"Our labor education program is designed expressly for the Teamsters Union. You can start labor education through programs at the local union level and eventually finish up at the joint council level," Payne said.

She noted the Education Department materials which can be sent out to locals, among them three manuals, audio-visual aids and a number of information sheets, all of which increase the effectiveness of labor-management classes and seminars.

Payne said, "Once you have designed your course and have an idea of what materials are needed, you must select the instructor." She informed the delegates that additional, innovative labor programs are being developed and conducted regionally by the International. "The potential of your group is unlimited, with effective labor education," Payne noted.

Others in attendance for the leadership seminar were International auditor for the Canadian area, Gaston Poisson, and Ed Dellinger, director of Data Processing for the IBT.

Little City Tourney's A Hit

olfers began teeing off for the second annual Jackie Presser Little City Invitational Golf Tournament on October 17. And, by the time the tourney ended on October 21, it had raised substantial contributions for the Little City program, proving that this long-time sports tradition first begun by former General President Frank Fitzsimmons is still an enduring, inspiring and enthusiastically received Teamsters charitable endeavor.

Nearly 200 top-ranked amateurs from labor, business and the professional communities entered the qualifying rounds of the competition, conceived as a way to help this wonderful therapeutic community for handicapped youngsters and adults continue with its pace-setting work. It didn't take long to separate the strong players from the weak, however, and by Sunday, the winner's circle was considerably less crowded than the starting gate.

Each year of the nearly 15 that the Teamsters have been assisting Little City with its work of helping its mentally retarded "special" children and adults has been gratifying in that the response to both the tournament and the program has consistently grown.

In fact, many Teamster locals which first learned of Little City through the tourney have gone on to become enthusiastic supporters of its programs themselves. As people hear about the ever-expanding programs Little City has devised and its unique rehabilitation concepts to make the lives of the handicapped better, they become believers, and most often, enthusiastic supporters of the foundation's efforts.

The annual tournament is, in fact, just the tip of the iceberg, as far as Teamster efforts go, with many of our affiliates annually staging fund-raisers for Little City, as well as Christmas parties, holiday gatherings and other entertainment efforts for its residents.

Because of this dedication and support, Little City was able to celebrate its 25th Anniversary year with the opening of yet another new facility—its new Adult Vocational Service Center. There, facilities provide expanded, consolidated space



for vocational testing and counseling, job placement and follow-up and another sheltered workshop on the complex's grounds.

HEART—Teamster leaders have a lot of it, and by participating in efforts like the golf tournament and becoming snared emotionally, they demonstrate that we care—not just about our communities, but also about all those of differing talents and abilities with whom God has seen fit to surround us.

Little City lives on, and Teamsters help keep its good work going and growing! Planners and sponsors for this year's Presser Invitational can take pride in knowing that they kept things running smoothly, made the event a rousing success and helped a really good cause. Now, that's better than even a hole in one!

changing of the guard is always difficult, but it was a particularly bittersweet moment when IBT officers and members learned in mid-October of Teamsters General Secretary-Treasurer Ray Schoessling's desire to retire come January 1, 1985.

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Schoessling's decision, announced as a part of his report before the Teamsters General Executive Board at its October 15-17 quarterly session, comes after an illustrious labor career that has spanned nearly 60 years, the last eight of them as Teamsters' chief fiduciary officer.

In laying down the tools of his trade after a lifetime devoted to labor's causes, Ray, 77, said that he just hoped that he would "have a few years left to sit and hold Jo's hand, after a lifetime of her sacrifices during some of which times she may have questioned whom I loved more, the union or her."

Teamsters long had marveled at Ray's strong administration of the union during his eight

years at its helm.

Ray, as everyone knew, had a way of keeping even the toughest general president in line during his tenure, simply by saying, "Remember, you may write the checks but I buy the pens to sign them with." It became a standing joke during his years of administration under three general presidents.

But Schoessling wasn't always Secretary-Treasurer. Before taking on the post in 1976, replacing retiring Murray W. Miller, Schoessling had already forged a prestigious career for himself as one of the founders of the Teamsters Brewery and Soft Drink Division, as an International vice president and conference director, and in a whole series of local union, joint council and conference positions from his start in the labor movement back in 1924 as a freight clerk on.

Schoessling, a Teamster since 1938, started as a truck helper in 1926 for the Prima Beer Company in Chicago, join-

Secretary-Treasurer Schoessling Announces His Jan. 1 Retirement



ing Keg Beer Drivers Union Local 344 of the Brewery Workers. It would be a prophetic move. At age 24, Schoessling was elected secretary-treasurer of the union, and in 1930, was instrumental in merging the Keg Beer Drivers with the Bottled Beer Drivers, establishing a reputation in the brewing industry that would stand him in good stead with workers after the repeal of Prohibition, when this industry again began expanding rapidly.

Schoessling was first elected president of his local union in 1936. Two years later, he brought the union into the International Brotherhood of Teamsters as Local 744. He would head that local, being consistently reelected, until he resigned the post in 1975.

Over the years the savvy brewery leader would be tapped for a number of key Teamster honors. Among them, he served as recording secretary, secretary-treasurer and, for 18 years, as president of Chicago Teamsters Joint Council 25. He also was the longtime secretary-treasurer of the Teamsters of the Teamsters.

sters National Conference of Brewery and Soft Drink Workers, which he helped form; served for many years as an International organizer, served as an International vice president from 1967 until his 1976 appointment as Secretary-Treasurer, and for a number of years was director of the Central Conference of Teamsters.

While Schoessling's many civic and charitable contributions have been lauded at testimonial dinners and through awards from a number of prestigious groups, he remained throughout his nearly 60 years as a unionist and labor leader a workingman's leader.

"We Teamsters are proud of our union. Many of our difficulties arise from the fact that we assist workers seeking a better life. What's wrong with that?" he once said. "For a better tomorrow, you have to be better today... I am confident we can meet any problems if we face up to them squarely and do what is necessary. Naturally, it won't happen automatically. It will take a lot of work."

Schoessling noted that while he personally was leaving the union, it would be in capable hands under "workaholic and energetic" General President Presser and a capable team who will be striving to reach ever greater heights.

How peaceful that retirement is remains to be seen. Retiree Affairs Director Norman Greene has already announced publicly that he plans to harness Schoessling's considerable and finely honed organizing skills to expand that rapidly growing IBT department.

But to the heady accolades given to Schoessling at a special Board dinner in his honor today are added the gratitude and thanks of our 1.9 million members, who benefitted from Ray's expert and cautious handling of the union's financial affairs and his commitment to making every dues dollar count in increased benefits and services for our members. Ray's shoes will be hard to fill!

Four New Appointments Amo Of General Secretary-Treasuresc New Team Is Also Dedicate



General Secretary-Treasurer Designate Weldon Mathis

he International Brotherhood of Teamsters will soon be getting a new General Secretary-Treasurer and three new officers, Teamsters learned recently.

Named to replace retiring
Teamsters General SecretaryTreasurer Schoessling was
Teamsters veteran Weldon L.
Mathis, IBT vice president and
longtime head of the Teamsters
Building Material and Construction Division.

Mathis was named by Teamsters General President Jackie Presser on October 24 to assume the vacancy created by Schoessling's October 15 announcement to the IBT board that he would be retiring as of January 1, 1985.

This affable Georgian, a
Teamster since 1950, was an
apt choice for the General Secretary-Treasurer's post. An International vice president since
March, 1972, Mathis concurrently has served as president
of Atlanta Teamsters Local 728
and, since 1978, as director of
the Teamsters Building Material
and Construction Division.

The veteran trade unionist has also worked during his Teamsters career both for the Southern Conference of Teamsters as an organizer in the late 1950s and as a general organizer for the International Union from 1967 on.

Between 1967 and 1978, when he accepted the construction post, Mathis also served as executive assistant to Teamsters General President Frank Fitzsimmons, gaining a wealth of experience about International operations that will serve him well in his new post.

Filling three other vacancies on the Teamsters' board by appointment of General President Presser and the General Executive Board will be Don West and Jack Cox, both just named as new International Vice Presidents, and Mitchel Ledet as an International Trustee.

The West and Cox appointments fill vacancies created by the July retirement of IBT Vice President George Mock and the elevation of Vice President Mathis to Secretary-Treasurer, while the Ledet appointment fills the Trustee's spot vacated by Cox upon his appointment as a new Vice President.

one of our new IBT
Vice Presidents, relinquishes an International trusteeship to move up the leadership ladder. Cox, appointed to the post in



V.P. Cox

July 1984, had prior to that been well known to Western Teamsters, having served since 1966 as secretary-treasurer of Teamsters Local 572. Cox began his Teamster career as a full-time representative for the Carson, California local back in 1962.

Cox's expertise quickly proved an asset to the board when it comes to the industrial, warehousing and other jurisdictional matters on which he is so savvy. He is expected to play an even more influential role as

Made In the Wake Control of t



a Vice President on the Teamsters' policymaking panel.

Iso named a Vice President on the Teamsters board was another veteran of the union, Donald L. West.

West, a Teamster since 1957



V.P. West

when he began working with National Linen Service, has a whole string of leadership posts to his credit. Prior to his appointment, he served not only as an International representative, but also as a policy committee member and director of the freight division for the Southern Conference of Teamsters; as president of Teamsters Joint Council 87, covering the states of Mississippi, Tennessee and Alabama, and as president of Birmingham, Alabama Teamsters Local 612.

He honed his leadership skills by working his way up through the ranks. From his beginning with National Linen Service, West climbed the rungs of union leadership, serving as a trustee of Teamsters Local 612 and working as a driver for East Texas Motor

Freight, learning what a freight agreement is all about. In 1969, he signed on as a business agent for the Birmingham, Ala. Teamsters local. In 1969, he also began working as an organizer for Joint Council 87, and in 1971, became vice president of Teamsters Local 612, where in 1977, local members would show their confidence in him by electing him president and business manager for the first time, and reelecting him to the post ever since.

itchel Ledet, just named as our new International Trustee, is a longtime International representative. He hails from New Orleans, Louisiana, where he



Trustee Ledet

serves as a policy committee member of the Southern Conference of Teamsters, and as secretary-treasurer of Teamsters Joint Council 93, covering the states of Alabama and Louisiana. Ledet is also an executive council member of the Teamsters Industrial Trades Division, as well as president of New Orleans Teamsters Local 270.

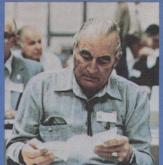
Ledet got his start in the union movement as a truck driver and member of Local 270 back in 1954. Another appointee who has really paid his dues, Ledet became a business agent for the Louisiana local in 1965, and in 1975, was first elected secretary-treasurer. In 1981, Ledet was elected as president and business manager of his home local.

In addition to his active
Teamsters' involvement, Ledet
has long made community involvement a tandem responsibility. He serves as a board
member of the Regional Transit
Authority, a member of the advisory board of the National
American Bank, is a member of
his area Economic Advisory Development Council, serves on
the planning commission for
the City of New Orleans, and is
a member of the Governor's
Study Commission on Ports.

Obviously, each candidate selected has outstanding credentials and preparation for the leadership posts they now assume. But, with the congratulations go awesome responsibilities for the well-being of nearly two million Teamsters and their families. These Teamsters, we know, will prove up to the challenge, as have a long line of others before them.







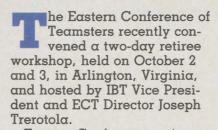












Eastern Conference retirees were enthused as they became more knowledgeable about this vital IBT adjunct. Retirees were coached on the techniques necessary to organize retiree chapters; how to get involved and become active within their local chapters and within various charitable organizations; and finally, how to become eligible for impressive new IBT benefits. Many of the retirees described their own experiences within their retiree chapters and offered suggestions on how each of the chapters might improve service to its members.

Norman Greene, director of the Department for Retiree Affairs, chaired the busy ses-

Joseph Trerotola welcomed the retirees to Washington, D.C., noting that their presence at the seminar indicated that they were still concerned about the Teamsters Union. "The problems of the labor movement, and of our society as a whole, are not problems which are to be resolved only by those still working—we must all face

them together," Trerotola said large Trerotola concluded by say- now ing, "You may have retired from more a particular job, but not from life, work or social responsibili Clev ties. You are still owed a debt ferre of gratitude—to be paid by you "goo country and by your union."

Keynote speaker of the twoday seminar was IBT General President Jackie Presser, who told the delegates, "Retirees at Tean the closest thing to Jackie Presser's heart.

In his home Local 507, he noted proudly, Teamsters built ther the first union retiree home in the state of Ohio. Today, there pen are seven of those retiree homes in Ohio, with many oth Schi ers being considered in other

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"There are almost 500,000 relieting tired Teamsters, and they are the ones who built this great union," Jackie emphasized. "I am going to do what's best for the membership and the retirees. I'm going where the action duri is!"

"We not only owe you, but need you," he said. "We need your political strength, your up pha derstanding, and your compas-like sion."

General Secretary-Treasurer cal Ray Schoessling called the retirees "the greatest asset this International Union has today. You helped make this union the the

















aid largest in the free world. We ay- now need your resourcefulness from more than ever," he said.

IBT Vice President John ibili Cleveland in his remarks relebt ferred to the retirees club as a you "good vehicle to ride . . . Jackie Presser woke up a sleeping wo- giant when he woke up the retieral rees," Cleveland said.

Reminding the group that the es at Teamsters Union is the only union that really looks after its people when they retire, Cleveland concluded, "As long as built there is a Teamsters Union in around, big things will be hapnere pening with the retirees."

IBT Vice President Maurice oth Schurr also reminded the deleer gates that the benefits of the union did not stop when they re- retired. "They just got better.

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rer

Special guest, Senator Orrin Hatch of Utah also addressed retirees. Hatch discussed two for major bills affecting retirees, both of which were enacted action during the 98th Congress. One was a bill which simplifies the procedure for making generic ed drugs, while the other, the Orrun phan Drug bill, enhances the pas-likelihood of the development of cures or remedies for rare medical conditions.

A number of other speakers also addressed delegates, including Duke Zeller, director of n the the IBT Communications Department, with a broad overview of headquarters and the services available; IBT Director of Governmental Affairs Paul Locigno, who discussed the importance of political action; IBT Legislative Director David Sweeney, who urged retirees to voice their views on important issues, and IBT DRIVE Director Wallace Clements, who discussed how the Teamsters DRIVE program works.

John Joyce, director for Retiree Housing Management, Inc. at the Ohio Conference of Teamsters, described this new International program and spoke of the 100% success rate for the Teamster retiree housing thus far built. "This project creates jobs for Teamsters during and after the construction of the projects," Joyce said.

Others in attendance during the two-day seminar included Mike Miles, assistant to ECT Director Joseph Trerotola; Gerald Schultheis, ECT Research Director: Lucious Webb, labor liaison for the American Red Cross; James Thomas, director of Office of Volunteer Personnel for the American Red Cross eastern operation headquarters; Elbert Brown, vice president for the American Red Cross, and Richard Getrost of the Federal Department of Health and Human Services.















t's been said that truth is stranger than fiction.

Certainly any of the
Teamsters involved with the recent talks to extend the United
Parcel Service agreement covering more than 90,000 Teamsters
would agree to that. Because
what happened with the mail
ballot on that pact, and resulting events, are things that boggle the mind and establish
what most in labor believe to
be a foolhardy and reckless
precedent in the business of
representing workers.

The dissident Teamsters faction involved in the incident takes full credit for all events surrounding a just-rerun contract extension ballot and regards it as a great victory for their forces. That leads responsible union leaders to wonder what they're really after. Are they out for themselves, just out to cause trouble, or fronting for some other group using them in

a grisly charade?

As General President Presser noted recently at the Teamsters Industrial Trades Division meeting in Vancouver, it's a great country we live in when four people, four handpicked people—the pawns of a group called Teamsters for a Democratic Union (TDU)—can walk in to an attorney, ask to stop the counting of 68,000 ballots cast by UPS employees in an impartial ballot, and succeed.

That balloting, which was almost complete before the judge even issued a final ruling, represented one of the most overwhelming returns this International Union ever got in a vote, Presser told delegates.

"Yet these four people go to the judge and tell him they did not have enough time to vote although they had 24 days."

That contract extension affected Teamsters in some 210 local unions, covered approximately 90,000 members and would net most UPSers more than \$2.15/hour overall, with immediate bonuses, and increases payable at the rate of 67ϕ - 50ϕ - 50ϕ over three years.

Were Your Interests Served Billie

Teamster Leader Work Why UPS Ballot Cost Twicks

"But twenty-four days was not enough time for these four to study that proposal and decide on its merits! Despite the fact that nearly 70,000 Teamsters did have enough time to study the issues involved and decide, these people told a judge that the balloting should be stopped, alleging that the extension was improperly negotiated," Presser said.

The facts in the case are clear, as evidenced by Teamster submissions before the

judge.

The union, in fact, began holding non-binding talks with the employer, UPS, in early June, to try to win relief from this extremely profitable employer for workers, who had seen all cost of living increases since 1982 under their contracts allocated to offseting rising health and welfare and pension costs.

Although the company agreed to meet with the negotiating committee and talk, it cautioned that it "was not obligated in any way to negotiate a new contract," although it met with union representatives on June 6 and 7, July 12, 23, 24 and 31, and August 1 and 8, 1984. Throughout the talks, the union committee attempted to obtain immediate wage increases, and while the company agreed to discuss that aspect of the contract, it refused to consider changes of a non-monetary nature and, additionally, said it would only be willing to grant wage and benefit increases in exchange for an extension of the existing contract's terms.

"These negotiations ultimately resulted in a proposed extension to the 1982 collective bargaining agreement," IBT attorneys told the court, and pro-

vided for immediate and future monetary benefits, should members accept the terms, with all of the non-monetary terms of the 1982 agreement remaining in effect should the members opt for the financial package and vote to extend the contract.

Terms of the proposal were presented to officers of all UPS local unions at a meeting in Chicago on August 16, 1984, where the proposal was explained and unanimously approved by those in attendance. Local unions were then instructed to schedule meetings with their UPS members to explain the proposal and answer questions which members might have. On the following day, August 17, as delegates to this meeting had been told, information and balloting packets were mailed directly to the members. That was the same date on which, attorneys noted, some members opposed to the proposal began circulating literature urging members to vote "no."

"Thus, the day after the proposal was announced, and before the information mailed by the Negotiating Committee had been received by any members, opposition groups had published and distributed at least one leaflet describing the contract and recommending it be rejected," attorneys noted.

Over the weekend of August 18-19, IBT attorneys noted, many local unions conducted meetings of their UPS members in order to explain the proposal, at which meetings members and officers were free to ask questions and make statements regarding the proposal. More meetings took place the following week and weekend, they added, some of them at job

The Furor Over the UPS Extension? Extension? Extension? Extension? Extension? Extension? Extension?

sites to facilitate member attendance.

IBT attorneys also noted that while two members, who would later become plaintiffs in a court case against the union, invoked procedures available to them under the IBT constitution allowing them to challenge any action taken by the union or a fellow member, they chose not to wait for the decision of the special August 30 General Executive Board meeting they had asked to have convened. Although "Plaintiffs were advised they would be furnished with a written decision on August 31, and although the board's decision was issued on that date, Plaintiffs chose not to wait for it, having filed suit earlier in the day," attorneys said in a legal brief filed with the courts. They added that the "four-page decision issued by the board outlined the procedures involved in the ratification vote and advised the Plaintiffs that their protest was based on inaccurate information and assumptions."

In their civil suit, the plaintiffs, individual Teamsters from four locals, alleged that they were denied a "meaningful" vote on the extension, that the balloting procedure "discriminated against UPS employees because they had not been afforded several weeks for discussion of the contract proposal before their ballots were mailed,' and lastly, that the union attempted to "disenfranchise potential voters by using inaccurate mailing lists," although the union used a company supplied list that, in the end, proved to be surprisingly error-free.

IBT attorneys noted that, in

translation, the plaintiffs seemed to be saying the time limit adopted for ratification did not allow voters sufficient time for consideration of the issues, although the only issue for members to consider was "whether the immediate and future monetary increases were sufficient to warrant extension of the non-monetary terms of the contract until 1987."

"What Plaintiffs really (seem to) object to is the alleged inability of their sponsor, the Teamsters for a Democratic Union, to distribute more literature and conduct more meetings than it is capable of doing, as evidenced by the Plaintiffs' own affidavits," the attorneys said. "Plaintiff Braxton's Affidavit deals exclusively with what TDU intended to do to defeat the proposal, had it more time to do so. His complaint is that the Negotiating Committee announcement of a monetary increase 'caught us [TDU] offguard, before we [TDU] had formulated a position, raised money, or started the process of surveying and educating the membership, and has prevented us [TDU] from mounting the sort of campaign which would have been possible had fair tactics been used by the leadership'," IBT attorneys said, in quoting one of the principals in the suit.

In a sidelight, IBT attorneys noted that the Plaintiffs' own allegations had, in fact, proved wrong, since TDU did successfully manage to disseminate its opposing views.

In the end, the judge hearing the case decided that no constitutional rules had been violated by the Teamsters in the balloting, nor had the process been unduly secretive. As a concession to the plaintiffs, however, the judge in his final ruling did order the IBT to invalidate the first ballots and again canvass the UPS membership as to their desires.

While the judge was reaching his decision, again to prove that the union sought in no way to influence the vote, issues of your magazine, your September copies of International Teamster, also sat on a loading dock for more than a week, rather than be mailed to you, since the issue included an article about the ballots going out. That way, the judge could in no way infer ANY attempt by your officers to sway votes-even though all ballots were due back before you would have received the issue and the article clearly left the decision on the pact's merits up to those UPSers involved. When even simple freedom of the press is jeopardized by such matters, it becomes a very weighty issue indeed.

Teamsters immediately complied with the judge's ruling, ordering a new balloting to be conducted to give these four "Teamsters" their fair chance to peruse the three pieces of paper involved.

The union then set about having new materials printed and getting them mailed to UPS members, duplicating all previous efforts and again setting into motion the complex machinery for the ballot count.

Key questions were, however, raised by the UPS incident:

- 1.) Do we want our union run by TDU outsiders, whose motives we do not know, or by the courts?
- 2.) If such individuals and organizations think nothing of wasting \$180,000 of your dues money on such efforts, how much more are they willing to waste in their efforts to get attention?
- 3.) What motivates these groups to attempt to shoot down

EVERY Teamster agreement negotiated, sight unseen, or to run to the media with lies and allegations that prompt such headlines as the Wall Street Journal's August 17 headline, "Teamsters to Extend UPS Concession Pact That Doesn't Expire Until Next Summer."

4.) Who really bankrolls TDU, if they can afford expensive lawyers, pick-up mobilizations for P.R. campaigns and expensive handouts and literature at a moment's notice?

5.) Whose interests do these people really have at heart—yours, in seeing that you get a good contract that helps you make ends meet, or their own, with the easy-come, easy-go next day notoriety they achieve with each newspaper article?

Teamsters General President

Jackie Presser made clear at a Teamsters meeting in Canada how he felt about the situation.

"New ballots went out Friday," Presser said, and "we expect an even better return this time."

"But that recount cost our members \$100,000, plus another \$80,000 in court fees," Presser told delegates at the Canadian session.

"We've got an appeal entered to overrule that court decision," Presser assured delegates. "The thing I am concerned about is that we must go on with the appeal. And when we win the appeal, we will recover from TDU that \$100,000 plus the \$80,000 in legal costs.

"There is nobody in this International Union, from me on down, that owns an organization. We are elected by the people; we are governed by a constitution. The people govern this organization. We only represent their interests," Jackie vowed.

"I understand where we are heading," Presser noted. "I know what's in front of us. Some have already declared there is nothing out there in the NMFA because the companies are going under. But I just negotiated a substantial increase for UPS. No other union will get that for members in the next five years! We'll do okay!"

As International Teamster went to press, the second UPS balloting was nearing the count deadline. We will report to you next month on the results.

Meet the Average Teamster Leader

here are times when Robert E. "Bob" Schorg, president of Cedar Rapids,
Iowa, Teamsters Local 238 is wanted by the police in Cedar Rapids, Lisbon, Mount Vernon, Vinton, Waukon and other points east and west in Iowa.

But it isn't for any violation of the law.

Rather, it's because Schorg as officer and business representative of his Teamsters local, travels around to negotiate and service contracts for union members of those police departments, as well as other law enforcement agencies.

Teamsters have been representing the sworn officers and civilian members of the Cedar Rapids police force since 1975, at which time the Teamsters won hands down in a competition that included also the choice of representation by the Cedar Rapids Police Protective Association or "no union."

"We negotiated a contract and serviced that contract," said Schorg. "Now each year we renegotiate and continually service the employees under that contract." There are all sorts of codes, laws and complexities the Teamster must follow in negotiating and servicing the contracts of the 3,500 to 3,700 members of his Teamsters local. Most of his expertise on union matters has been developed over his 16 years as an officer of the Teamsters local and his service as union steward for 10 of his 22 years of working for Sanitary Farm Dairies.

In addition to his union activities, Schorg lives out the "People Helping People" concept behind the Teamsters through a variety of community involvements, including service on the United Way board, the Linn County Affirmative Action Committee for the Jail, Cedar Rapids Civil Rights Commission and the Linn County Compensation Board, among others.

In 1976, Schorg received the Community Service Award. Ethan Sproston, United Way's AFL-CIO Community Services liaison, says of the Teamster, "Only someone aware of the many areas covered by the Teamsters Union and the number of contracts Bob negotiates

and services can appreciate the sacrifices he's had to make. He's a big bear of a man. He is so gentle with the elderly or someone in trouble, but he can be a bear in negotiating or standing up for what he believes in."

This politically active Teamster has also served three terms as mayor of Bertram and as a Linn County justice of the peace from 1961 to 1963.

This typical Teamster notes also that his home number is in the phone book for one and all. "My members work around the clock," Schorg says, "so they should have someone they can get hold of and have access to around the clock, too."

Brother Schorg is the stereotype for the kind of Teamster officer we have on the scene today. Involved in organizing in new and innovative areas, committed to the community and political action, accessible and determined to service the members, he is just one of more than 7,000 Teamster officers around the country working their hearts out for the union. And we're proud of all of them!

Teamsters Keep the Faith With ITU Despite Election Floor Hijinks

eamsters General President Jackie Presser said it first when he promised ITU members that we wouldn't "walk away from our friends or our commitments" to ITU workers until they themselves told us they had decided a merger with our union wouldn't be in their best interests.

Despite a rerun election that saw ITU delegates elect Robert McMichen as the new head of the group and Billy J. Austin and William Boarman elected over two incumbents favorable to the merger with the Teamsters, Jackie has proven he's still a man of his word.

In fact, recent activities at ITU's 126th convention in Atlantic City, New Jersey from September 8th thru September 14, 1984, and since have done little to dissuade Teamsters that the Typographical Union is in trouble and needs help, if not from us, then from another union strong and aggressive enough to really protect workers' interests at the bargaining table.

Floor action at the ITU convention reflected continuing strong support among rank and file ITU members for a vote for merger/affiliation with the Teamsters. In bids for recognition of their views, delegates to the convention defeated two motions initiated by newly elected ITU President Robert McMichen. Never before in the long history of the International Typographical Union had an ITU President lost roll call votes on the seating of delegates.

McMichen was attempting to seat the delegates from Mon-



treal Local 145 (ITU Syndicat Quebecois) who had violated election procedures and whose election as delegates was under challenge by other members of that local.

McMichen's inability to resolve the seating question, in fact, brought the entire ITU convention to a virtual standstill for more than three days. In an effort to resolve the controversy surrounding the seating of the Montreal local, McMichen was forced to negotiate with the delegations demanding their right to vote on the IBT/ITU merger/affiliation agreement.

A compromise agreement worked out called for the lifting of an injunction barring ITU merger action, mandated that all other litigation concerning merger be withdrawn, and gave McMichen 90 days to reach an agreement with the GCIU or another union, or initiate a referendum vote among ITU's membership to approve the IBT/ITU merger/affiliation agreement.

While the delegates unanimously approved the compromise resolution and agreement, it wasn't long before the agreement began unraveling.

In fact, on September 29 and 30, ITU members representing more than 20,000 active ITU members, met in Chicago, Illinois to establish the ITU COA-LITION FOR MERGER, in response to the inactivity from ITU officers on this matter. The group noted that as of that time, no real attempt had been made by the ITU to remove the federal injunction, which should have taken place on September 17. ITU President McMichen also seems far from negotiating any firm pact with the GCIU or any other AFL-CIO union.

While the ITU COALITION
FOR MERGER adopted a number of resolutions, key among them were those urging their local unions to take necessary steps to force McMichen to honor the convention mandates and obey ITU laws.

Teamster representatives were at both the ITU convention and the Chicago meeting to keep lines of communication open between our two groups. Should ITU resolve its internal conflicts, the Teamsters will, of course, be ready to talk, if ITU officers are interested.

n a brief pre-election swing through the East and South, IBT DRIVE representatives proved without a doubt that DRIVE feeling wasn't dying out, even as Election Day neared. Perhaps the Teamsters have finally succeeded in convincing our members that political action really must be a yearround cause, if we're going to make a difference.

United Parcel Service depots received a lot of attention from our DRIVE field staff in that mid-October period, as DRIVE Director Wallace Clements and his staff hit Teamster locals in Danville, Bristol and Crozet, Virginia and Brockton, Mass. They even sandwiched in a visit to a nearby Consolidated Freightways facility in the Virginia area to keep the checkoff rollin' along there.

Perhaps Clements' success was inspired by the fact that on October 17, he had reported to the Teamsters board that DRIVE succeeded in raising more than \$1,000,000 in the first nine months of 1984, after many years of doldrums. The board's strong enthusiasm could just have fired up the Teamster leader to rush back to the field and keep those cards coming in.

DRIVE Field Representative T. Tommy Cutrer joined Clements

DRIVE's Alive!!

at Teamsters Local 22 in Bristol, Va., where he was more than happy to collect DRIVE cards from the Teamster local's Tennessee and Virginia UPS package car drivers, part-timers and feeder drivers, at the request of the local's secretary-treasurer, Ron Wirt, and president, Dan Scearce.

Later that day, the DRIVE staff would motor to Danville, Virginia, where they conducted a very productive session with Local 22 UPS package car drivers, who responded enthusiastically to their request for a dollar a week for DRIVE. Here, members listened, and as this Local 22 Teamster shows from his enthusiastic response to Wallace, dug deep for the new IBT program.

Making the rounds, Local 22's Scearce and Wirt also encouraged the DRIVE folks to visit Consolidated Freightways city drivers, where the IBT recruiters were again successful in encouraging dozens of CF Team-

sters to sign up for that buck a week.

In Crozet, Virginia, Teamsters Local 29 Secretary-Treasurer Ernie Smith reports that a recent sign-up by the IBT there also was a huge success.

"When members hear the Teamster story on the very important need for the labor movement to be involved in the political process, members are glad to sign the Teamster DRIVE authorization card for \$1.00 a week," Smith reports. "They were also inspired by the fact that our local union officers and business agents thought enough of the program to voluntarily contribute \$10.00 of their own money each week as a deduction for DRIVE." Now, that's cooperation!

Again and again, it was the same, as DRIVE Representative Mike Mathis reports from his visit to Teamsters Local 653 UP-Sers up in Brockton, Mass.

There, Local Secretary-Treasurer Gerald Gross rallied the troops and turned over to Mathis for the IBT more than 100 signed DRIVE pledge cards in short order.

If DRIVE keeps going this strongly, by Election Day 1986, there will be no question who the top supporter of good labor candidates will be—Teamsters will be Number One.



Teamster Leaders Gather for Informative J.C. 43 Seminar

ore than 100 Michigan
Teamsters descended on
Harbor Springs, Michigan, the week of September 2327, 1984, as Teamsters Joint
Council 43 hosted its annual
Labor Seminar for stewards and officers.

Labor law, bargaining trends, community affairs, pension issues and health and welfare concerns were among the important issues discussed during the week-long seminar. IBT personnel and staff, as well as several department directors, had assisted J.C. 43 President Robert Holmes in the prepara-

tion and orchestration of a seminar that would prove both interesting and informative.

Teamsters General President Jackie Presser was among those addressing delegates to the workshop session. Jackie urged delegates to face major challenges confronting the IBT and be part of the team looking for solutions. The Teamster leader also talked about initiatives the union is taking to make sure we keep in step in these last years of the 20th century.

Presser's remarks provided the comprehensive theme that

united all speakers before the group. Labor activism is obviously an issue Teamsters feel is important to our overall goals as unionists and workers' representatives today.

At a banquet honoring both Teamsters General President Presser and General Secretary-Treasurer Ray Schoessling, the two top Teamsters commended the seminar principals and conferees on their evident commitment to continuing education, as one way of ensuring the continued growth and strengthening of the International Brotherhood of Teamsters.

M.D.A. Support



roudly making an appearance on the annual Labor Day Muscular Dystrophy Association telethon to present a \$50,000 donation from IBT members was Teamsters V.P. Jesse Carr.

In presenting the donation to Telethon Chairman Jerry Lewis, Carr noted the Teamsters' continuing belief that dystrophic diseases can be beaten and proclaimed the union's ongoing commitment to help in that battle.

Notice to Retirees

To Ensure Receiving Your Retiree Publication, Please Let Your Local Know About Address Changes, Additions and Removals

eamster retirees' requests to be added to the mailing list have been coming in rapidly, which enormously enthuses Retirees Department Director Norman Greene.

To help us help you faster, however, we request that you remember the following brief reminders:

1) Since membership mailing lists are maintained on a local union level, any changes in addresses or removal of names from mailing lists should be directed to the local union from which an individual member retired, along with the label from your "Department for Retiree Affairs" newsletter. After receiving the label, your local union

will then be able to make the requested change or removal.

2) Should you desire to have your name added to the mailing lists, please write the local union from which you retired to be put on the list, supplying both your Social Security number and your current mailing address. This procedure will ensure that you receive all literature mailed by the Department for Retiree Affairs as quickly as possible.

With all the great things happening in Retiree Affairs, you might want to check your publications right now to ensure that all data is correct. We wouldn't want you to miss one issue of your newsletter.

The World's Becoming Smaller: Teamsters Act to Protect Our Place in World Market



he International Brother-hood of Teamsters has just declared war on one of the most insidious enemies workers have—the imports flooding both U.S. and Canada's shores, causing lost jobs and declining industries at home.

The Teamsters General Executive Board, acting at its last quarterly session, studied the question of imports intensely and agreed that a full-scale assault on the problem by Teamsters needs to be mounted to save American workers' jobs and protect our production capabilities.

As General President Presser notes in this month's editorial, theme of the new IBT program will be "Buy American, Support America, Produce American."

Teamsters plan to start with an education program among our members and then launch a comprehensive legislative effort, when the incoming 99th Congress convenes in January, 1985. There is mounting evidence that such a program is desperately needed if we are to solve the problems facing us.

Consider, as the Board did. that the U.S. trade deficit has been rapidly widening since the mid-1970s and that from 1982 to 1983 it nearly doubled, with a projection for 1984, that based on the first eight months of the year the amount of materials and products coming into America will outweigh those going out by an astronomical \$123.1 BILLION and still rising. That will more than double 1983's already high \$57.4 deficit imbalance. That loss of revenue to foreign nations, at the expense of America's plants and workers, can no longer be sanctioned!

An expanding trade deficit has dire results here at home.

Just consider:

- The mounting unemployment.
- The rising taxes the rest of us will have to pay to help the government at the federal, state

and local levels provide for the needs of the unemployed.

- An even greater lure for companies to consider moving their operations overseas.
- Ever growing losses in the sales of American-made goods, both at home and abroad.
- Increasing American purchases of "cheap labor" goods, pouring in from foreign lands.
 - More plant closings.
- Declining American industries.

And those are just a few of the repercussions.

Teamsters believe there are a number of things that Congress can do to remedy this trade imbalance. We also believe that since Congress has not acted on its own, it is our duty to keep the pressure on until they DO act to solve the problem.

Likewise, pressures can be applied by politically savvy Teamster affiliates to prompt legislation to save American jobs and industries by enacting similar legislation in our state legislatures.

The union has determined a number of fronts on which it would like to see action, and will be pressing strongly come January to get some things ac-

complished.

Workers can help, too. As Jackie has noted before, just take a look around your house, or even just your kitchen. If you feel like a little treasure hunt, try counting the number of products there that are foreignmade. On second thought, it would be faster to count those products you can find that were American-made. We know there will be darn few of them!

To help in the education process, we in the Teamsters will be trying to ferret out those household products and consumer goods that ARE American-made and will be giving you periodic, BUY, rather than DON'T Buy lists, to encourage our members to support American industries and workers by buying well-made American produced products.

If you knew you could help a fellow unionist save his job by buying moderately priced American Olean tile instead of much more expensive foreign import tile for your bathroom or kitchen, wouldn't you do it, especially if it caused no more ex-

pense or greater inconvenience

for you? We think most Teamsters would.

Likewise, on big ticket items like washers and dryers, it's still possible to find top caliber goods produced by big names like Whirlpool that ARE still American-made. We want to encourage those companies that buck the trend to make their parts overseas with cheap labor and then ship them back or move their entire operations out of the country in search of the fast buck and exploited workers. We plan to tell Teamsters which goods like these they can buy that will help brother and sister unionists across the land.

And when we can, we'll even try to give our own Teamsters a hand by pitching those products

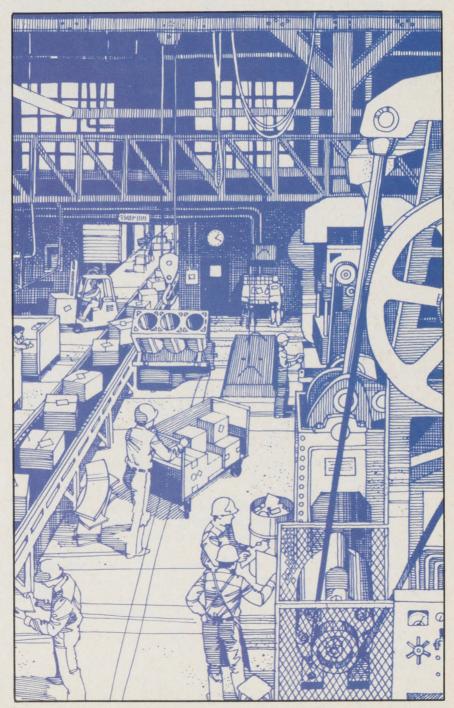
that are produced, packaged and delivered by our own members in industrial and manufacturing plants at home and in Canada. Lever Brothers in Canada, we know, is one where Teamsters work the lines every day producing Halo shampoo,

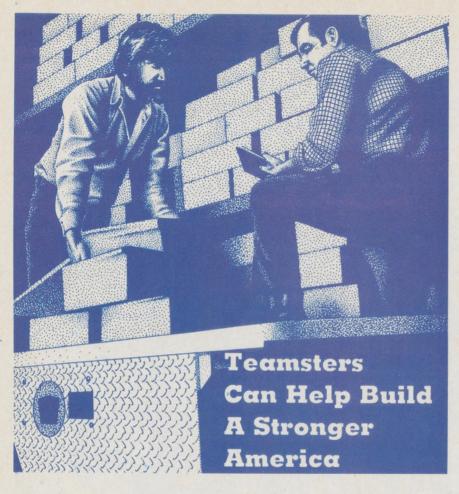
Impulse body spray, Dove soap, Colgate-Palmolive shaving cream and the like.

While such attempts may backfire once in a while, since we don't always know every step in a production process



We Want American Factories Producing, Not Foreign Ones!





MAKE CONGRESS ACT!

eamsters Support Congressional and State Legislative Action to:

• Establish trade barriers to products ravaging American industries like steel, textiles and heavy machinery.

Allow America to fight unfair trading practices and encourage more open trade with Canada and other trading partners.
 Expand potential government retaliatory actions against unfair dumping, foreign subsidies, downstream dumping and targeting.

• Enable stricter trade law enforcement to cut out dumping of

foreign goods on American markets.

• Enact a "domestic content" bill for American automobiles, to ensure that American cars are made with American parts and labor.

• Enact legislation to identify foreign-made goods through country-of-origin labeling.

Enact "Buy American" legislation.

IMPORTS

and some companies may be sneaking ringers in that we don't know about—like a foreign-made part or a plant producing one product in a line that isn't union-made while others are—we think we'll all still be ahead if you try to buy products we produce, instead of the foreign imports that frequently prove more expensive.

When members know of a product that is produced here, we want you to let us know so we can add it to the list and keep everyone working produc-

tively.

Imports may look like a good deal, but when they begin to cut into American markets to the tune of \$125 BILLION a year, it's time to do something about them!

Join the Teamsters in formulating your own at-home "Buy American" campaign. Then lend us your support when we march on Congress in search of legislation to promote "fair trade, not free trade," and protections against foreign practices that undercut our markets such as dumping.

Our jobs are on the line today, in this and many other areas. Won't you consider the impact that import could have on you before you purchase it and join the battle we have

planned?

Jobs Efforts Strong On All Fronts

eamsters General President Jackie Presser, by designation of President Reagan, was recently named to serve on the Committee for Employer Support of Veterans Employer

ployment.

Presser, an active proponent of effective jobs programs in all spectums of our national economic life, will as a member of the committee be working to ensure service veterans, many, many Teamsters among them, a fair share of the job market.

Levinson Signs On To Advise Teamsters on Imports

hip Levinson, Secretary
General Emeritus of the
International Federation
of Chemical, Energy and General Workers' Union, who is
also associated with the World
Health Association of the
United Nations, will be acting
as a consultant for the IBT to
develop an international affairs
program and to work with other
nations on the growing problem
of imports and exports.

In a recent address to the IBT General Executive Board, Levinson warned that Teamsters must be in the forefront to deal with foreign entities and to protect jobs at home. In his stirring, thought-provoking presentation, Levinson said that the imports situation has become critical, and that all nations of the world are today dealing in a global economy in what he termed an "industrial democracy."

"Multinationals are moving into America's sunbelt at a dramatic rate," Levinson said, "where they enjoy all kinds of protection in a non-union environment. Today, there is little chance of meaningful tariffs so we must look at the reality. In the future, we will have to deal directly with governments for more support and for a greater union environment. This is crucial to the international bargaining system, internationally and at home. Multinationals today control our international economy.'

Levinson also told the Board that more and more international trade today is based on bartering. Nearly 45 percent of all trade and manufacturing is bartered on the international scene. Levinson also saw encouragement for unions in



Charles 'Chip' Levinson

America since, as he stated, in most countries in the world today organizing is growing.

He urged the Teamsters to become involved on the international scene and to work with foreign entities to encourage greater organizing in America, particularly with the multinationals who are establishing roots throughout the sunbelt.

"I have found in my travels throughout Europe and Asia that Teamsters enjoy a great respect on the international scene," he said, "and I urge you to take advantage and to be in the forefront to study the crucial problems of international collective bargaining and to be more involved with global affairs."

Levinson stressed that solidarity is the key and representation on international boards is the means to achieving a better understanding of union problems internationally and to achieving a healthy global economy through more international involvement.

harles Levinson, just signed as a trade consultant by the Teamsters, brings to his new post a wealth of experience on the international trade scene, having served for more than 20 years as Secretary General of the International Federation of Chemical, Energy and General Workers' Unions prior to his recent retirement and assumption of the post of Secretary General Emeritus and consultant to the group.

During his tenure with ICEF, the group grew a tiny nucleus at its founding in 1964 to a body encompassing nearly seven million members of 250 affiliated unions in 75 countries. Today it is recognized as one of the leading, most influential democratic international trade organizations in the world.

Levinson, who is fluent in five languages, also is actively involved with the World Health Organization of the United Nations. As an advisor to the Teamsters, he is expected to keep the union apprised of all activities affecting members, and in fact, in his first presentation to the Board, gave a broad ranging presentation—covering everything from the harbor scene in Alaska and Seattle. Wash. to activities about which we should be aware in Japan, Korea and Taiwan.









Teamsters'
Enthusiasm
For
Reagan/Bush
Team
Really Bubbled
At N.J.
Rally

ou can tell when it's election season. The politicians are debating; the candidates are out kissing babies and the promises are flying fast and furiously.

Teamsters proved they're as good as their word when they back a political team, by turning out en masse for a novel political whistlestop in Port Elizabeth, New Jersey on October 12, where participants heard from Republican Vice Presidential Candidate George Bush, fresh from his debate with Gerry Ferarro.

Why was it novel? Well, it isn't everyday that the candidate arrives at a dock to make a speech to a roaring crowd of 1,000 bystanders by pulling up in a tugboat, or leaves escorted by a convoy of 18-wheelers manned by Teamsters!

Teamsters Local 282, headed by Robert Sasso, pulled out all the stops for this Reagan/Bush rally, working in conjunction with the Longshoremen and their Alliance for Labor Action program and IBT Vice Presidents Joseph Trerotola, Sam Provenzano and their members.

Teamsters from the entire area participated in the mammoth rally that required some of them to leave New York City as early as 4 a.m. to be at dockside by the time of Bush's scheduled 6:30 a.m. arrival.

On hand for a special Teamsters salute to the Vice President were dozens of UPS and over-the-road drivers who formed a mile long caravan of trucks to proclaim Teamsters' support for the cause.

IBT Governmental Affairs Director Paul Locigno, who's assisting the Reagan/Bush reelection committee with its efforts, also was on hand for the festivities, along with most of the union's DRIVE political action committee representatives, including its director, Wallace Clements, and field representatives, Bill Wright, T. Tommy Cutrer, Mike Mathis and Howard Jones, among others.

It was quite an event and one Teamsters from New York and New Jersey won't soon forget!

V.P. Holmes Heads Mich. Teamsters for Reagan Group

hen the call went out for labor's help, Robert Holmes, president of the 75,000 member Michigan Conference of Teamsters and an International Vice President, rallied to the cause, announcing in early October that he would spearhead activities of the Michigan Democrats for Reagan Committee statewide through Election Day.

Holmes, long a political activist in his home state, said he made the decision following the decisive victory by President Reagan over Walter Mondale in

a nationwide poll of Teamster members conducted by the International Union in August. "Regardless of party affiliation, we must vote to put the man with the best record in the White House," he asserted, in encouraging members from Michigan and throughout the nation to get on the Reagan bandwagon.

Holmes noted that he had very real personal reasons to endorse the Republican candidate, citing Detroit's tremendous problems for workers caused by high joblessness and high interest rates which crippled the auto industry. "President Reagan brought both of those figures down—without increasing the rate of inflation," he noted. "And don't think inflation isn't a major issue for wage earners everywhere. Inflation is a cruel thief which steals from union members' paychecks—never forget it!"

In keeping his pledge of support for the cause, Holmes and his members were very much in evidence as workers marched on UAW Solidarity House in mid-October to protest the practice by Vice Presidential candidate Geraldine Ferraro of owning and driving two foreign cars while American workers go jobless because of high auto imports and the lack of effective trade protection programs.

While UAW officials saw nothing wrong with the candidate's choice of cars, terming it a minor point when there are major issues to consider in this campaign, Teamsters' thinking was a little different.

As General President Jackie Presser has been noting since he came into office a year and a half ago, unemployment, high inflation and ineffective import policies are just the kinds of things we need to be concerned about as trade unionists if we are to protect our own jobs and restore stability to the lives of our brothers and sisters who've been tossed out of theirs! The time has come, we believe, to start calling to task those who can help us turn these things around, but can't or don't. "Be American, Buy American is just one of the tenets on which we stand today."

Jackie Questions Mondale's Credibility on Defense

late September campaign stopover by Presidential candidate Walter Mondale in Seattle to visit a Machinists' convention proved more than Teamsters General President Jackie Presser could take, especially after Mondale, in an effort to solicit votes from Seattle's aerospace industry workers, spoke of his dedication to protecting aviation industry workers' interests.

Jackie quickly let fly with a scathing press release of his own, in which he assailed Mondale for demonstrating "flagrant hypocrisy" in his efforts to win votes.

"Throughout his career, Walter Mondale has consistently taken positions harmful to the aerospace industry and its workers, not to mention the nation's defense posture," the Teamster noted. "It is the height of hypocrisy for him now to come before aerospace workers seeking their support when he's done about all that he could to jeopardize their jobs"by either opposing or voting to scale down production of aerospace systems from the AWACs and B-1 bomber to the C-5A transport, the F-14 jet, the SST and the Space Shuttle.

The Hospital That Teamster Love Is Building

Canadian success story came from Teamsters International Representative Larry McDonald who, at Canadian Conference Director Ed Lawson's request, has, for the past two years been involved with the Northern Alberta Children's Hospital Foundation, trying to drum up support—using the Teamsters' considerable organizing skills—to finance a much needed children's hospital in the Edmonton, Alberta area.

"The political system denied the children," Brother McDonald said recently."They would not allocate funds. The public was just not responding to the Foundation's attempt to raise money. The nearest fully equipped Children's Hospital in the West was located in Vancouver, approximately 800 miles away. To the East, it was Winnipeg, Manitoba, with a distance of over 1000 miles. In fact, many girls and boys were sent to the United States for proper medical care because our own hospitals could not accommodate them.

In the interim, families of the ill were not only subjected to additional costs imposed because of an inadequate system, but underwent the additional stress of watching their little ones suffer while playing the waiting game.

McDonald's first task was to motivate the Building Trades to become committed to the Hospital Foundation. They agreed, and each union donated one dollar per member, which made



the group's 1983 telethon α total success.

During the telethon, he reports, Conference Director and Canadian Senator Lawson told the story of how they built the Family Care Unit with the Trades in Vancouver. I decided to approach the Building Trades with the idea of building a Dream Home, and raffling it off. The lottery would gross a half million dollars. Again, they agreed.

The appropriate time to make this announcement was the 1984 Telethon, which was held in April. "We were assured by the government that if we could raise seven million dollars, they would match it," McDonald adds.

This home, a dream of Team-

At right, from left, Mayor Lawrence Decone, Teamsters Rep. Larry Mc-Donald, Triple S Corp.'s Rubin Stahi, Wings Homes' Mark Gidden, Hospital Foundation's Peter Hoisefield, and Mechanical Operators (Contractor) Rep. Howard Curtis at the groundbreaking ceremony. Below, the dream house becomes a reality with Teamsters' help; the Children's Hospital is the next goal.

sters for some two years, is now near completion. The grand opening, appropriately, was scheduled for September 3, 1984, Labour Day.

"The fruits of labour have reaped a monument in honour of those who so generously donated the money and labour towards helping children, with funds from the Dream House Draw expected to help us get Phase One off the drawing board. "Our hospital will be built, one wing at a time. The first stage will be a Child Care Unit," Brother McDonald notes proudly. Since Teamsters don't give up easily, this has to be the beginning of something big. Teamsters—in Canada and the U.S.—help build better communities! We care and it shows!





Tough New Rules Governing Labor Activities

he Comprehensive Crime Control Act of 1984 was enacted into law on October 12, 1984. This law includes labor amendments which substantially increase the penalties and scope of the disqualification provision of the Labor-Management Reporting and Disclosure Act of 1959 (Landrum-Griffin) and the Employee Retirement Income Security Act of 1974 (ERISA). Moreover, these provisions increase the penalties for violating the labor bribery provision of the Labor Management Relations Act of 1949 (Taft-Hartley). The provisions of the Comprehensive Crime Control Act which modify the existing labor laws are summarized below.

l. The criminal penalties for labor bribery under section 302 of the Taft-Hartley Act are increased from a misdemeanor to a felony, if the amount of money or thing of value involved in the violation exceeds \$1,000. Moreover, if the property received or offered exceeds \$1,000, the fine is raised from \$10,000 to \$15,000 and the prison sentence is elevated from one to five years.

2. The disqualification provisions under section 4ll of ERISA and section 504 of Landrum-Griffin are expanded as follows:

a. The disqualification takes effect on the date of conviction by the trial court, not after the exhaustion of the appeal process;

b. The potential disqualification period is extended from 5 years to a maximum of 13 years. The exact length of disqualification between 3 and 13 years is a matter of trial court discretion;

c. The provision requiring automatic disqualification upon conviction is applied retroactively to individuals

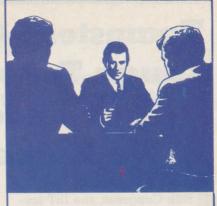
who were convicted before the enactment of this law.

3. The amendments added provisions to ERISA and Landrum-Griffin which require that the salaries of convicted officials must be placed in escrow, pending the appeal process. The "escrow" provisions provide that whenever any person has been barred from a position in an employee benefit plan or union as a result of a conviction, and has filed an appeal of that conviction, the person's salary shall be placed in escrow by the organization responsible for payment of such salary. The payment of such salary into escrow shall continue for the duration of the appeal or for the period of time during which such salary would be otherwise due, whichever period is shorter. Upon the final reversal of the person's conviction on appeal, the amounts in escrow shall be paid to the union official. However, if the individual's conviction is sustained on appeal, the amounts in escrow shall be returned to the organization responsible for payment of those amounts.

4. The list of offenses which disqualify a person from serving with a labor organization or an employee benefit plan has been expanded by creating the following disqualifying offense: any felony involving abuse or misuse of a person's position to seek or obtain illegal gain at the expense of the members of the union or the beneficiaries of the employee benefit plan, or a conspiracy to commit any such crime or an attempt to commit such crimes.

5. Disqualification from employee benefit plans and labor organizations has been extended to virtually foreclose any and all employment with both types of entities.

6. Section 411 of ERISA and



Our Legal Counsel Says . . .

> (NEWS OF NOTE TO TEAMSTER LOCALS)

section 504 of the Landrum-Griffin provide that "no person shall knowingly hire, retain, employ or otherwise place any other person to serve in any capacity in violation of the [disqualification provisions]." Anyone who permits a person to serve in a position, in violation of these provisions, is subject to a \$10,000 fine, imprisonment for 5 years, or both.

7. Section 506 of ERISA is amended to provide the Secretary of Labor the responsibility and authority to detect and investigate civil and criminal violations related to the provisions of this statute and other related federal laws.

8. A final proviso to the labor amendments preserves the states' authority to enact legislation addressing various labor practices. This proviso is in accordance with the United States Supreme Court's recent holding in Brown v. Hotel and Restaurant Employees, Local Union No. 54, 116 L.R.R.M. 2921 (1984), a labor preemption decision which recognizes the states' authority to enact legislation establishing disqualification criteria for labor officials.

Teamsters Are Proud of Tough Truck Safety Bill Just Enacted That We Helped Create!

n the waning hours of the 98th Congress, the IBT scored an important legislative victory for truck safety.

The truck safety legislation, called "The Motor Carrier Safety Act of 1984," finally passed Congress following tireless negotiations between the IBT, the House and Senate committees, and other interested parties over the bill's provisions to offer professional drivers some new federal safety protections.

IBT Director of Safety and Health R.V. Durham called passage of the bill a "significant victory for our membership, whose lives are at stake every day on our nation's highways."

Although the Motor Carrier Safety Act was originally introduced by Senator John C. Danforth (R.-Mo.), it had the key support of Congressman James J. Howard (D.-N.J.).

The bill provides for stiff civil penalties against employers who violate recordkeeping requirements or commit a serious pattern of safety violations, resulting in an imminent safety hazard. The bill also provides for timely federal inspection following an employee complaint alleging unsafe equipment and gives the employee the right to

IBT SHIELD SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

accompaniment on such inspections. Moreover, the bill authorizes a study of heavy truck crashworthiness, handling, braking and stability, and a second study of the health hazards to which truck occupants are exposed.

Through the combined efforts of the IBT Legislative and Safety and Health Departments, the passage of the truck safety bill is not only another significant achievement for our members, but also for the motoring public.

Congressional Study Faults 'Soft' Truck Safety Audits, 'Sham' Enforcement

n investigative report just released by the House Government Operations Committee charges that the Department of Transportation is performing "soft" audits of trucking companies and has a "sham enforcement effort."

Congresswoman Cardiss Collins (D.-Ill.), chairwoman of the Government Activities and Transportation Subcommittee of the Government Operations Committee, who drafted the report entitled "Protecting the Integrity of the Department of Transportation's Truck Safety Audits," summarized the Subcommittee's findings as follows:

"What we show in this report is that DOT auditors who are supposed to be reporting safety violations during inspections of trucking companies may not be reporting those violations. In today's deregulated, highly competitive, trucking environment, more pressure than ever is on the trucking companies to violate Federal safety standards. This is why the Department has to take steps to protect its inspections."

The subcommittee found that every year the DOT performs 12,000 audits or inspections of trucking companies. In addition, roughly 30,000 trucks are spot-checked on the road annually. Audits are supposed to check such items as truck maintenance, compliance with driver

hours-of-service regulations, driver qualifications, and handling of hazardous materials. Numerous inquiries by subcommittee investigators and testimony before the subcommittee revealed however, that DOT auditing lacks credibility. For example, testimony by the General Accounting Office showed that some auditors will almost never seek a fine from a motor carrier no matter what the violation

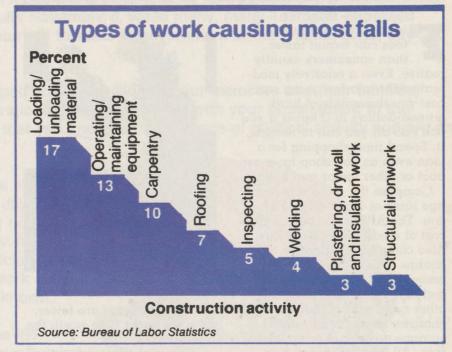
Congresswoman Collins has characterized such enforcement as "lackadaisical" and a threat to safety on the nation's highways. The committee report concludes with suggestions for tightening the DOT inspection process.

Watch Your Step!

new survey from the Bureau of Labor Statistics shows why falls are one of the most frequent causes of construction injuries.

The survey, which investigated 774 workers in all industries who were injured by falls over a six-month period, revealed that most workers were not given safety equipment. Of an 80% not given fall protection (lifelines), more than half felt that they needed none. Moreover, more than half said that they worked daily at the height from which they fell. Nevertheless, it was determined that 85% of the workers who lost work time as a result of their injuries were off the job an average of 31 days.

Short falls were found to have caused the most injuries. While 55% of the workers in the survey fell from 3 to 10 feet, 25% fell more than 15 feet. Workers loading or unloading material took 17% of the falls, the most



for any work activity. The BLS report also indicated that 42% of all injuries occurred in construction, more than in any

other industry.

The report is available from BLS, entitled "Injuries Resulting from Falls from Elevations."

REMINDER ON YOUR WITHDRAWAL CARD

Article XVIII, Section 5 of the International Constitution requires that when you leave the craft or if you become unemployed or retire, you must request a withdrawal card from your Local Union. If you do not request a withdrawal card, your Local Union is obliged to issue the withdrawal card after the period of time and subject to the conditions specified in the International Constitution and/or the Local Union Bylaws.

CONSUMERS CORNER

inance charges or credit fees can mount faster than consumers usually realize. Even a relatively moderate debt in a few years can cost you thousands of hardearned dollars in interest if you don't do all you can to reduce it. Spend time shopping for a loan even as you shop for a car, boat or other major purchase.

Compare the annual percentage rates of loans offered to you. The APR is the percentage cost of credit on a yearly basis. Also compare the finance charge. This is the total dollar amount you pay to use credit. It includes interest costs and other costs such as service charges, some credit related insurance premiums or appraisal fees. All creditors must state the cost of their credit in these terms under the Truth in Lending Law.

The length of a loan has a major impact on the ultimate cost to the consumer. Long term loans featuring relatively low monthly costs seem attractive, but the longer the term of a loan, the more expensive it is. The cost of a 5-year loan is considerably higher than 36 or 48 month loans available at the same or slightly lower interest rates

There are a number of considerations when shopping for a loan. Among them:

In its Credit Shopping Guide, the Federal Trade Commission offers the following advice:

—Before signing on the dotted line, call several creditors and ask each what their annual percentage rates are for the type of loan you want. By using the phone you can take your time making a decision without feeling pressured.

—Consider the time period for the loan. The more time you take to pay back what you borrow, the more it will cost you.



Monthly payments are lower, but is the extra time worth the added cost?

—Compare the "cash price."
Costs of borrowing can be hidden in the price of the merchandise, in which case the Finance Charge and Annual Percentage Rate would not tell you the real cost of credit. Therefore, also try to compare "cash price" as carefully as possible.

—Credit insurance is usually optional. Don't be talked into buying it if you don't want it. "Credit life insurance" often sold at an extra charge with a loan pays the creditor the balance of your debt if you die.

Finance charges or credit fees can mount faster than insurers usually realize.

With interest rates over 12 percent to over 13 percent, it pays to shop around. Do not be swayed by comments such as one bank advertising for a long loan stating you pay less each month; so you have more each month. That is potentially misleading reasoning. Your savings account does not earn 12 to over 13 percent.

Rates on installment purchases and personal loans are even higher than mortgages. You can keep credit costs to a minimum by following these policies:

—Pay down as much as you can, not the least the seller will permit.

—Borrow the least you need; and take on the debt only when you really require the cash. This principle can save on home improvement loans, especially on do-it-yourself projects which may spread over months.

The Equal Credit Opportunity Act prohibits lending institutions from discriminating against a loan applicant on the basis of race, color, religion, national origin, sex, marital status or age (provided that the applicant is of legal age to contract for debt), or because all or part of the applicant's income derive from any public assistance program, or that the applicant has in good faith exercised any right under the Consumer Credit Protection Act.

According to the Federal Deposit Insurance Corp., "Consumer News," once a loan application has been filed, the bank has 30 days to inform the applicant whether the loan will be granted. If the bank decides not to grant the loan, it must inform the applicant in writing that the loan will not be granted.

The bank must state the reason why you are not receiving the loan. They must also inform you that you have a right to ask for and receive a statement of the reason, and provide a statement informing you of your rights under the Equal Credit Opportunity Act (ECOA). Included must be the name and address of the federal agency that supervises the bank's compliance with this law. The bank must also inform the applicant if the information it obtained from the credit reporting agency or a third party contributed to the denial of credit.

AFTER THE ELECTION, KEEP DRIVE ALIVE!

Your incredible outpouring of enthusiasm, voluntary DRIVE contributions and support for the IBT DRIVE program made a crucial difference for Teamsters' political activities this year. We saw real results November 6, when many, many Teamster-endorsed candidates won or were returned to seats in government at the federal, state, city and local levels.

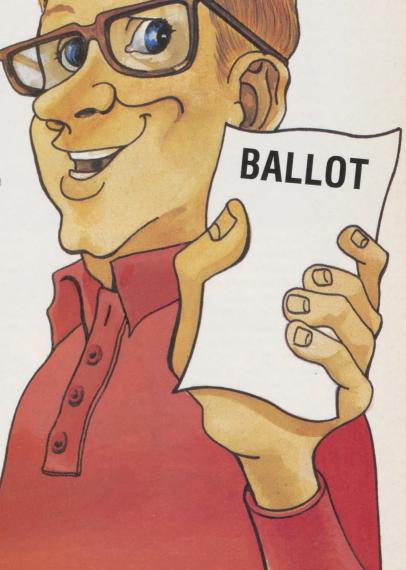
Through DRIVE, you helped educate millions of our members and their families, participated in voter registration drives, and proved with your commitment to the DRIVE checkoff programs that you know the importance of political activity and are on board to stay.

To retain the strength we showed this fall, DRIVE MUST stay alive — day-to-day and year-in, year-out. We know now that it can't be an Election Year interest for the union. We have to know the politicians and their interests and we have to work daily at making our own opinions known.

DRIVE is again a full-time IBT program. Won't you continue helping it grow in 1985?

We proved this year we can do it.

Now, let's show them we really mean business!





le in the Teamsters, as do others in the labor movement, have a lot to be thankful for this Thanksgiving. As our Canadian brothers and sisters did on October 8, we pause to celebrate this special holiday each year in gratitude for those blessings. Americans also use the occasion as a time to remember the sacrifices of our forefathers who, through their blood, sweat and tears, forged a nation out of a wilderness and claimed for all Americans to come a heritage of freedom--both of government and from religious persecution.

Americans have always labored hard, but haven't always been rewarded for their work. The growth of the American labor movement, and the protections for workers such unionism affords, is another thing for which we should pause and be grateful this November 22.

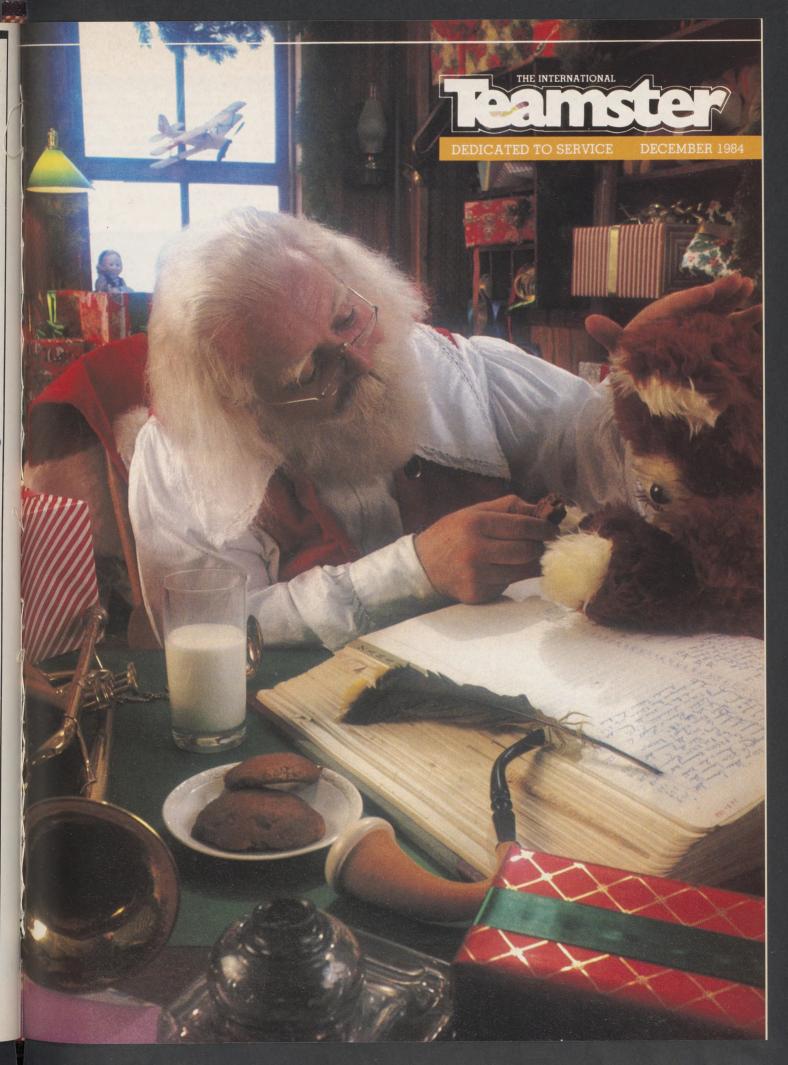
From the struggles of the valiant men and women who formed the Teamsters and the nation's other unions came the 40-hour

week, the eight-hour day, workmen's compensation, safety and health protections, vacation and holiday pay, pensions, health and welfare coverage and a whole litany of other benefits enjoyed by the entire workforce today as a result of unions' militant efforts.

Today, Teamsters are leading the march to solve the problems that threaten our futures -- from imports to inflation to job creation and reeducation for our members in the face of changing times and technologies. The Teamsters have been noted always for their ability to keep pace with the times and meet whatever new challenges arise. We plan ahead, as well as remember our roots!

Your union encourages all Teamsters to pause and give thanks for whatever personal blessings you have enjoyed or may enjoy in the coming years. Giving a little thanks for the existence of organized labor wouldn't be a bad idea either, would it,

when you come to think of it!



THE PRESIDENT'S MESSAGE

s 1984 closes and we begin to reflect on the future and the issues that will face Congress and the Administration in the New Year, we must also reflect on what we have accomplished as we look at the results in the

post election period.

This year, as you know, has been dedicated to getting our members interested in our national DRIVE program. Much of the year, the Teamsters also concerned themselves with election politics, working at all levels to ensure that good candidates were returned to office and friends of labor were elected to help us reach our goals. We feel that in both areas we Teamsters were very successful.

If 1984 has taught us any lessons at all, it is that as a political force, when we are united. we can achieve anything. That's a force we can now call into action as the new Congress enters, come January, 1985.

The results of polling done for Teamsters by a respected independent polling firm and conducted in key union, blue-collar precincts throughout the nation, show a shifting in the American political structure. There really is no longer a blue-collar vote, but rather a middle American vote that reflects the views and aspirations of all Americans in every demographic stratum. Our polls showed that union member households were divided in the presidential election with clearly half of the vote splitting from traditional labor endorsements.

Results of the polling confirmed the accuracy of the Teamsters' own perceptions. These exit polling results, we should add, closely mirrored the results our own members came up with in their straw poll last summer, in which they voted by a 53.6% to 43.3% margin for Reagan over Mondale.

Our exit polling showed union members by 75% majority feel that the political process is best served when labor remains bipartisan, and in another important finding, that union voters were almost equally split in their support of the Democratic and Republican parties.

We in the Teamsters are proud of the success of DRIVE in the election. We supported candidates from both political parties with the final national result of a 73% success rate in terms of DRIVE dollars for Teamster supported candidates throughout the nation who were

elected.

The results of the election proved conclusively that no political party can claim ownership of organized labor, and that, while once labor could count on nearly 100% support of its candidates, today union members are independent thinkers and well educated voters who flow in the mainstream of American political thinking regardless of endorsements.

We in the Teamsters are proudest, however, not just because our candidates won-and that includes a sizable number of Democrats on the Senate. Congressional, state and local legislative levels, as well as the Reagan-Bush team—but because we proved that we really do march in tune with our members, and when united, can accomplish whatever we set out to do. Let me, therefore, congratulate you for your political involvement and urge you to keep it up.

As we prepare for the New Year, we must demand louder than ever to stop shipping American jobs to foreign shores. Foreign imports are killing American workers through a loss of security and strength and American jobs are being decimated left and right. We

From the General President



Tackie Presser

must demand a halt to American dollars being shipped overseas for foreign-made products. We must restabilize our own nation by fostering a true American economy through true American production so that the greatest workforce of the free trade world will once again be the provider of that world.

Be American, Support American, Buy American—that is our New Year's resolution for 1985.

As the holiday season enters, let me wish you and yours, on behalf of all our officers and staffers, the happiest of holidays and all the best during the coming New Year.

Fraternally,

Jackie Tusser

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.





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2



12



2 Newspaper Drivers Division Meets in D.C. Founding session is a success

Jackie's Named UNICO Man of the Year Honor comes from Illinois chapter

NMFA: Negotiating It Is Hard Work 5 Dedicated Teamster team has started

9 **Teamster Leader Addresses ATA Convention** Jackie addresses imports question

10 UPS Contract Is Ratified by a Large Margin Members want gains, not pie-in-the-sky

12 Reagan's Midwest Visits Are Revitalizing Teamsters were enthusiastic in support

Teamsters Do Their Part on Election Day 14 Polling activities were stronger than ever

16 Special IBT Election Poll Studies Unionists Results show they voted the issues

Producers Guild Votes to Go Teamster 18 Influential group says they need clout

20 Teamsters Host Taiwan Labor Leader Whirlwind visit's an East/West success

22 'Greatest Show on Earth' Comes to Ohio Teamsters host another circus night

23 Charity's a Year-Round Thing for Teamsters Philadelphians assist Easter Seal Society

General Foods/Teamster Education Program 24 Members will help determine its thrust

Mickey's Happy; Disneyland Dispute Is Over 26 Teamsters stood strong, with friends' help

Jackie Appears before the Conference Board 27 Poses interesting questions for the '80s

29 **IBT Medical Advisory Group Meets** Specialists offer input on members' ills

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Newspaper Drivers Div. Convenes Founding Session

he IBT Newspaper Drivers
Division hosted a two-day
seminar on October 24
and 25, attracting more than 50
local union representatives to
Washington, D.C. for an enthusiastic session at International
headquarters.

Newspaper Drivers Division
Director Carmen Parise noted
the inaugural nature of the sessions, gave delegates an overview on what the new division
would like to achieve, and discussed with delegates the many
services available not only from
his branch, but from headquarters as a whole.

The International wants to help," Parise noted, and has done so by establishing a division to serve the special needs of those working within the newspaper industry. "This division feels it can be of greatest assistance as a clearinghouse for information, to help each and every local dealing with this industry within our union, whether it be with contract negotiations, legislative assistance or whatever. We see a great need within our jurisdiction and will try to fill it."

Parise added that the ways in which the union can provide as-

sistance are innumerable, but include providing assistance in organizing, as well as in coordinating collective bargaining. He urged delegates to "use this forum to discuss our common interests, our problems, become aware of the facilities available, and take encouragement to make use of these facilities."

Carmen also discussed the problems of organizing, servicing agreements, and of negotiating renewals of present agreements. "We all have problems and we want to discuss them so that they can be avoided in the future," Parise said. "If we all work together, we can become one of the most lively and productive divisions within this International."

Convening the session at International headquarters, as always, made delegates aware also of other IBT departments and the resources available from each, should delegates be in need of their services.

Welcoming the delegates to Washington was Teamsters General President Jackie Presser. "Your division is one of the most exciting divisions that we've got here," he said. "It's new and it's innovative."

Presser told the delegates that the Canadian, Eastern, Southern, Western and Central Conferences are all growing. "All the other labor unions are declining and we are growing," he continued. IB

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The Teamster leader noted that this division stands at the leading edge of the technological revolution, proclaiming that "the name of the game is communications. The newspaper and print media, the television and radio stations are the communications networks of the nation and it's our objective to make them the selfsame communications networks of the Teamsters Union." Presser said.

He concluded his speech by reminding the delegates that the IBT is the world's foremost International Union and advised that, when they go back home, they convey to their members what they learned. He urged the delegates to let members know that all the facilities at headquarters stand ready to serve them.

Director Parise reminded the delegates that it was Jackie Presser who envisioned, created and developed the new division. Joe Konowe, director of the IBT Industrial Trades Division, emphasized to the delegates that if the division is to succeed, it must extend itself not only within its jurisdiction with drivers, but to all the allied trades involved in making up the newspaper.

Norman Greene, director of the IBT Retiree Affairs Department, stressed to delegates the value of the IBT retirees network. "Take advantage of their excellent services and have them work for you," Greene said. "Retirees are the greatest resource available in assisting the local unions—by handbilling and by picketing. Our affiliated retiree chapters are opening up all over the country—be smart because you're going to need these retirees today or tomorrow and they're going to be there for you.'

Carmen Parise and IBT
Trustee Teddy Cozza, a longtime newspaper industry veteran, led an open discussion
concerning the daily newspaper, U.S.A. Today, and various
issues the Teamsters Union
confronts with this tabloid.

Much was discussed and deliberated upon, as regards what has quickly come to be the third largest-selling newspaper in the country. Cozza added many insights to the discussion, based on his years of experience within this key industry.

IBT Director of Governmental Affairs Paul Locigno spoke to the delegates on the political issues facing labor unions at this time. Suggesting that sometimes the Teamsters must take stands, based on the best interests of our own members, rather than others, Locigno stressed the importance of keeping in contact with Senators and Congressmen, terming them the "business agents for the federal government."

"Congress passes all the laws that will affect and have affected labor unions, that is now and in the future, so stay politically aware of what is going on in Washington," he urged.

A special guest speaker at the conference was John Lengel, Vice President of Public Relations for Gray & Company, a public relations firm located in Washington, D.C. Lengel detailed the many facets of public relations and media relations and urged delegates to learn how to handle both. Lengel stressed that in addition to presenting a positive image to the public, it's important to talk to the press, in good times and bad, if you want your message to be adequately understood.

Director of Organizing Vicki Saporta brought delegates some good news. She informed affiliates that organizing within the Newspaper Division has increased considerably since the formation of the division and volunteered her department's assistance on any and all campaigns on which they embark.

Dave Sweeney, director of the Legislative Department for the IBT, briefed delegates on the Labor-Management Racketeering Bill, meaningful labor law reform proposals and the just-passed Omnibus Crime Bill, and how all of these issues affect the Teamsters Union. "Get involved in the political process or else you will not be informed



NEWSPAPER DIV.

on what's going on in the legislative process," Sweeney stated.

Wallace Clements, Director of DRIVE for the IBT, also stressed the importance of Teamsters' strong political activity. "We need to be at the top of the labor polls, and in order to do that, we must raise more money for DRIVE, enabling us to endorse the political candidates of our choice," Clements said. "Political action is the name of the game." He concluded his remarks by stressing, "Work, vote, join IBT DRIVE, and together, we will drag down the anti-labor employers."

Bill Gullifer, secretary-treasurer of Teamsters Local 628 in Philadelphia, Pennsylvania, offered grass roots input on the question of political activity, speaking on the importance of unity councils as a political tool. This is the mechanism that allows all local unions in each specific area to affiliate with other area labor unions expressly for the purpose of increasing communications and promoting solidarity on key issues.

As always at such sessions, the give-and-take between officers and delegates was an extremely valuable part of the sessions.

Elton Schade, secretary-treasurer of Local 372 in Detroit, Michigan, one of the program speakers, told the delegates about his local's problems with a recent Oakland Press contract that eventually led to lengthy court litigation, and among other things, the affirmation by the courts that district managers in this industry are considered supervisors under the National Labor Relations Act.

In summarizing the case, Schade reminded delegates that not only are labor board decisions taking longer, but often are being handed down with decisions adverse to labor's interests. Brother Schade emphasized the importance of effective contract expiration language and urged all local unions to be aware of the many unscrupulous law firms representing their employers. "We could be vulnerable to their anti-union programs," he warned.

IBT Legal Counsel John Climaco detailed this same recent NLRB decision and how it affects the Teamsters Union. Climaco stressed the fact that, "unless we get together and energize the labor movement, we will all be dead! Labor is the historical victor and we must work at keeping this victory a prosperous one. Learn to deal

with labor and its problems," he urged. "The way to licking these problems is through collective bargaining."

Tom McGrath, an IBT general organizer, spoke to the delegates about the International Typographical Union and the many issues this union has faced, comparing them to the problems the Teamsters Union confronts within the newspaper industry.

Others participating at the sessions included: IBT Communications Director Duke Zeller, IBT Information Center Director Ann Thompson and IBT Research Director Mary Ann Keeffe.

Jackie's UNICO Man of the Year in Ill.

eamsters General President Jackie Presser was recently named "Man of the Year" by the River Grove, Illinois chapter of UNICO, the largest Italian-American service organization in the United States.

Joining in the tribute to the Teamster leader were a number of Teamster leaders, including dinner co-chairmen and IBT Vice Presidents Robert Holmes and Don Peters. IBT General Secretary-Treasurer Ray Schoessling joined a contingent of other Teamster leaders, civic and business dignitaries who turned out for this mutual tribute—to Presser and to the Teamsters for the daily charitable activities in which they take so much pride.

Presser is a longtime friend of the charitable group, whose 130 chapters raise more than two million dollars each year for a variety of causes, including Teamster favorite Little City. He emphasized in accepting the honor that UNICO's name embodies the same qualities that inspire our nearly two million Teamsters Union members. Unity, Neighborliness, Integrity,

Charity and Opportunity are qualities we all need in our lives if we are to be contributing members of society, Jackie added.

"The Teamster commitment to charity is a side of our union you do not often see in the newspapers or on television," he noted, but there are thousands out there who really count, the "people who are part of the great volunteer effort throughout America, and they know and appreciate Teamster contributions."

You see such contributions yourselves from brother and sister Teamsters like "Tony Apa Senior, Tony Apa Junior, Tony Judge and Tony Lupo, all of whom have worked to make this UNICO chapter one of the best in the country," Presser added.

Jackie suggested to the group that while they honored him that night in early November, they really honored thousands of volunteers like our own Teamsters who believe in good work as a way of life. "As United Way says, thanks to you, it works for all of us," he volunteered in conclusion.

More Trouble than It Looks

Teamsters National Master Freight Agreement Takes Hundreds of Hours of Work to Execute, Before Members Can Vote "Yea" or "Nay"



embers voting on the proposed new National Master Freight Agreement next March will make their decision based on the merits of what IBT negotiators can obtain.

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They will study the dollars and cents of the proposal and decide whether the package is to their liking, but in all likelihood, they will never see or begin to appreciate all the work that went into getting that document into printed form.

Behind the scenes, incredible amounts of work go into the creation of each National Master Freight Agreement. Since 1967, and the first contract, the union negotiating committee has always gone into the talks with employers fully armed with all the facts, clear on what the members involved want,

and determined to win the best package possible. This contract will be no exception, but the task has been complicated by deregulation's repercussions over the years since 1980 and its impact on the industry.

But exactly how is a master agreement put together, when it affects hundreds of thousands of Teamsters and hundreds of employers, each with unique and personal interests?

On the union side, it's a fascinating story—one that provides for individual member input and allows the democratic process to operate at its best.

Consider what has already taken place, months before the negotiations formally begin in January, 1985.

First, there was the accumulation of a team, in this case, a cadre of IBT departments charged with providing the facts and figures necessary to guide negotiators. General President Presser, of course, will lead the union's bargaining team, as chairman of the union's National Freight Industry Negotiating Committee. At his request, early on the IBT's Research, Economics, Legal, Reproduction and Central Files departments, along with Vice President Walter Shea's office, began coordinating their efforts to produce the data we need. Each department had its own duties, assigned months earlier, to help move the negotiations along.

Vice President Shea, who has helped guide NMFA negotiating committees with his finely honed bargaining skills for many years now, set as one of

NMFA

his staff's first priorities the drafting and compilation of a survey among NMFA-covered Teamsters. This tool, computerized for ready reference by the negotiating committee, contains invaluable information to guide the IBT team in the talks.

It will be his team's job to keep the negotiations on track, logging in potential changes on the agreement as they're decided on, and coordinating activities day-by-day with both the negotiating team and affiliates.

Elsewhere, the IBT Research Department was charged with surveying each Teamster freight local and soliciting their input on what their members would like to see in the new contract. They had to assess industry conditions, determining where each local stands today, four years after deregulation, in terms of members, job classifications and concerns.

Painstakingly, as each local

responded, usually after hosting a membership meeting to discuss the topic, Research staffers compiled each suggestion, categorized it by type, broke it down by article or contract section number, identified from which local each and every suggestion had come, and collated the vast store of material into kits for the screening committee to study. Since there are nearly 300 locals covered by the freight contract, almost all of which sent in detailed suggestions for change, you can imagine the complexity of this assignment.

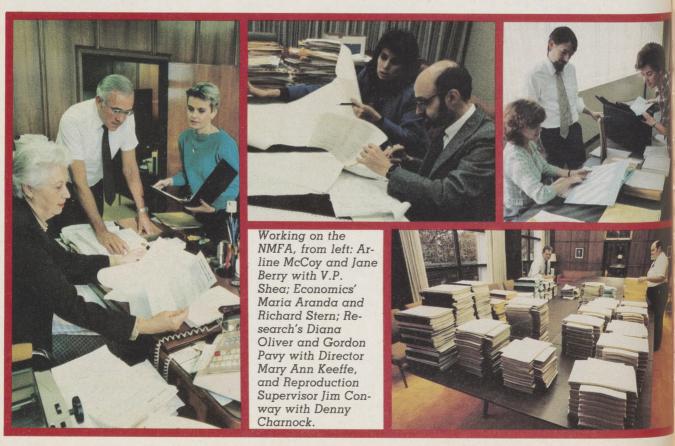
Data on all economic issues was, for the first time in the union's history, posted on computer for ready access, providing the capabilities to give the negotiating committee day-by-day reports on major trends emerging for the talks. Down the road, of course, having this data is expected to enable the Teamsters to compare demographics on this enormous IBT industry at will, analyze their

various benefits and target needs by area, simply by feeding the data into the computer.

Elsewhere, the IBT Economics Department was collecting and collating other important data necessary to the talks, and storing its results on computer as well.

The IBT Legal Department was busy, meanwhile, surveying any past or pending litigation that would impact on the talks, studying legal questions referred to it by the screening committee and advising affiliates of the legal requirements involved.

Early in October, of course, before the mailing of the first surveys, a meeting had been convened of a two-person committee from each freight local in Chicago to apprise these Teamster officers in the field that negotiations were approaching and to urge their active involvement in the negotiating process. This was the first of countless meetings that will take place in coming months, as the



screening committee, negotiating committee and employers argue back and forth on a pro-

spective contract.

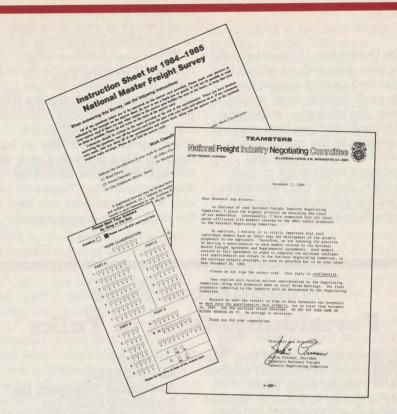
On November 14 and 15, the National Negotiating Committee Screening Committee, composed of conference freight division directors and two representatives from each of the four American area conferences, along with V.P. Shea and IBT staffers, then sat down and carefully explored each and every suggestion posed. The enormity of that act was mind-boggling, especially considering that on some proposals, there were dozens upon dozens of suggestions. The sheer bulk, in fact, told negotiators in some cases, that these were issues that needed to be looked at, since so many involved raised a point.

As one newcomer to the freight talks said, after sitting in on a preliminary session, "It's the most democratic process I've ever seen. The national negotiating committee really wants members to have their say, and explores in depth every suggestion that's made."

Following the national screening committee's perusal of the proposals, IBT affiliates met in the Eastern, Western, Southern and Central Conference regions on November 16, to consider the voluminous package of proposals, along with any individual supplements to the agreement affecting their members. In the East, for example, one meeting was hosted to explain the master proposal. Following that, 13 individual sessions began to explore various supplements affecting Eastern Conference affiliates and accept any suggested changes. When final changes have been incorporated, a printed version of the package will be prepared.

The same type of meeting was taking place in the Western, Southern and Central Conference regions that day.

(Continued on next page.)



Member Input Viewed Essential on NMFA

eamsters Chief NMFA negotiator, General President Jackie
Presser, viewed as a key essential toward 1985's freight talks the input of our own freight industry Teamsters.

To get their views, the negotiating committee addressed a personal inquiry to each NMFA-covered Teamster to get his or her personal viewpoint on the direction the freight talks should take, in addition to surveying all freight locals.

On November 2, the National Freight Industry Negotiating Committee mailed each covered member a two-page confidential survey form and answer sheet, requesting that master freighters return their responses to headquarters to guide the union as it begins negotiations early next year.

The committee aimed its inquiry at a number of areas, among them: what kind of work the individual did; the relative importance in which he or she ranked contract bargaining targets, such as health and welfare, holidays, pensions, vacations, wages, job security and cost-of-living adjustments; health and safety considerations, and ways in which to increase job security. The survey also asked drivers, while remaining anonymous, to indicate their age group, how long they'd been employed, whether they were presently on layoff, and other data.

The survey is expected to provide major assistance to negotiators and will augment the data already submitted by local unions, in formulating any final contract proposal.

NMFA

On December 14, another session was planned, at which the larger two-person committee from each freight local would assess the package, make any additional changes and convey the results to the membership.

Negotiating any national agreement takes a lot of giveand-take, but in the Teamsters, incredible pains are taken to ensure that members are involved in the process and are kept aware of events as they are happening.

When negotiations begin, of course, if past serves as precedent, there usually follows a news blackout to keep our negotiations from being conducted for us by the media, which often reports based less on fact than on what reporters pick up through the rumor mill. This doesn't mean that Teamster locals or our members are kept in the dark. They are apprised

constantly of all negotiating progress and locals can check with their area freight directors for information as the talks progress.

This year, union negotiators will be bargaining in a different climate than ever before. one that has seen countless employer bankruptcies since the 1982 negotiations on the last pact, just as deregulation's impact was fully being felt. They are aware of the climate of the times, of the employers' situation and the need for caution, but they are also committed to addressing the needs of the members as always.

Teamsters General President Jackie Presser, as head of the negotiating team, was moved to promise, at a recent Teamster session, that he planned on the same kind of success with the NMFA as the union saw on the ratification of the UPS extension. "The days of being attacked, accused, assaulted and worrying about our backs are over," he pledged. "We're looking ahead to the future and it's going to be a bright one for all Teamsters."

Presser told delegates to the October Industrial Trades Division, meeting in Vancouver, "I understand where we are heading. I know what's in front of us. Some have already declared there is nothing out there in the National Master Freight Agreement, because the companies are going under. Well, I just negotiated sizable increases for UPS members. No other union will get that for members in the next five years! I understand what it took to build this union. Blood, guts, sweat and tears are the backbone of this union. Truck drivers are the backbone of this union, and we will never forget them!"

Presser pledged then that Teamster leaders would shoulder their responsibilities to the members, continuing to make gains as they have all along the way. Knowing Jackie Presser, he means to keep that pledge.

Negotiators Face Formidable Odds in Talks

egotiators going into this They include: round of National Master Freight talks know they're going to have to contend with the specter of deregulation and the ensuing crush of bankruptcies that resulted from the enactment of the Motor Carrier Act of 1980.

Both the trucking industry and carriers' employees, our members, have been hard hit since this legislation was enacted, but members of the union bargaining team believe that jointly, labor and management can find solutions that will be fair for all. The IBT team, led by Jackie Presser, will be going into the bargaining determined to do that.

But there will be no surprises. Employers won't have to run down the litany of carriers that have gone under in the last few years. Union bargainers know them too well, already.

Consider, as negotiators will have to, the carnage that followed in deregulation's wake, up until October II, 1984. Of nearly 300 failures or shutdowns estimated to have affected the industry as a whole, the following have involved a bankruptcy that impacted heavily on Teamsters.

- * Akers-Central
- * Associated Transport, Inc.
- * Boss-Linco Lines, Inc.
- * Brada Miller Freight System
- **Branch Motor Express** Company
- Briggs Transportation Co.
- **Chief Freight Lines**
- Cooper-Jarrett, Inc.
- Courier-Newsom Express, Inc.
- Eastern Express, Inc.
- **Eazor Express**
- Fowler and Williams, Inc.
- **General Highway Express**
- Gordon's Transport
- **Hemingway Transport**
- * ICX (Illinois California Express
- * IML Freight, Inc.
- Interstate Motor Freight System
- M & M Transport
- Mason-Dixon Lines
- Maislin Transport, Inc.
- Mid-American Lines, Inc.
- * Midwest Emery Freight Systems, Inc.
- * Motor Freight Express, Inc.
- * Spector-Red Ball
- * Superior Forwarding
- * Transamerican Freight
- * Tucker Freight Lines, Inc.
- * United Trucking Service
- Wickes Companies
- * Wilson Freight

ourneying to Tucson, Arizona in late October, Teamsters General President lackie Presser addressed delegates to the American Trucking Associations, Inc.'s annual Industrial Relations Conference. Also on hand for the informative session were a number of Teamsters from around the country, several of whom participated in a panel discussion on specific problems facing the trucking industry and its workers today.

"Partners for Progress" was the meeting's theme, and as the Teamsters' Presser quickly conveyed to delegates, that's a topic about which the Teamsters Union has been thinking

for some time.

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This yearly forum offers labor and management the opportunity to exchange ideas and concerns about the future of the trucking industry, business and labor's relations and the nation, and Presser chose during his comments to touch on a number of topics, rather than address strictly parochial interests. Instead, he took the opportunity to call on management representatives to join with labor in a new campaign—one committed to protecting American jobs and American industries on all

Citing the incredibly high U.S. trade deficit that in 1984 is expected to top \$130 billion, Presser declared, "From my perspective as a labor leader, controlling the movement of goods and labor across international borders is the preeminent economic issue of our time.

"This nation has become the dumping ground of the world," the Teamster pointed out. While it's easy to say that we're in a new economic era and have to adjust to the fact of a global economy, "it's a lot harder when that means telling the steelworker, the autoworker, the textile worker that their jobs are gone forever," he reminded the trucking titans. "Entire communities are being swallowed

Teamster Leader Addresses ATA Convention

up by the trade gap as we stand by and watch. If we don't do something and do it soon, we'll be in a new economic era all right—the United States will find itself a debtor nation and struggling to adjust to that fact."

Presser noted that the Teamsters have committed themselves to correcting such injustice on all fronts, working through Congress and the Administration at the national level and suggesting a number of moves that can be taken by state legislatures to help protect people, jobs and industries.

Suggesting that in the midst of an economic recovery, it might be easy for Americans to overlook the trade deficit issue, Presser suggested that this is the very time we should redouble our efforts. Speaking for Teamsters who stand to gain or lose by what happens, Presser asked, "What are we going to tell the millions of Americans who have lost their jobs and the millions more that will? That's the way the free trade ball bounces?

"They won't listen (to that) because they know that the issue is not free trade versus protectionism. They know the issue is fair trade—getting everyone to play by the same rules. . . . And if fair trade means the selective use of quotas and barriers, so be it. We're not afraid of fair competition and we never have been. But that is not what we're up against!"

Presser told the delegates that what we really face is much more complicated. "We're up against subsidies. We're up against tariffs. We're up against non-tariff barriers like the ridiculously lengthy and complex tests in Japan for our cosmetic and pharmaceutical products. And we're up against nations that entirely close out services like insurance, shipping and banking.

"Now is the time," Presser affirmed, "to take those reasonable small steps to slow, if not reverse, this trend. Now is the time for us to really become 'partners in progress' by fashioning mutually acceptable remedies to a problem that is careening out of control."

resser suggested that the common goal for labor and management in this undertaking should be the "enhancement of the competitive position of American industry and the preservation of American jobs. . . . For industry, cooperation demands a willingness to stand with us and fight against unfair trading practices rather than merely fleeing overseas.

"The fact of the matter is that Americans utilize the best technology and the best labor force on the face of the earth. We are determined to see to it that 'made in the U.S.A.' once again becomes a proud label which stands for superior products. This will involve a strong commitment from labor and management alike to join in a united effort to urge the purchase of American products and demand that major retail stores carry these products," he said.

Presser concluded, "I want to see labor and management get together on their own, where they can, to reopen plants, nurture new industries and put Americans back to work. Together, by fighting unfair trade practices and by buying American and urging others to do so as well, we can help protect American jobs. Think about it," he urged. "The job you save may be your own."

UPS Contract Is Ratified By Large Majority



he Teamsters Union enjoyed a tremendous victory and members scored some great gains on October 31 when, after a mail referendum among UPS employees, it was announced that these Teamsters had, by a seventy percent margin, voted for a lucrative extension of their current contract with the extremely profitable United Parcel Service.

Employees of the 90,000-member Teamster bargaining unit voted 44,337 to 18,989 to accept the new monetary contract, with nearly 64,000 Teamsters participating. Supervising the independently counted balloting were a number of Teamster rank-and-file observers, there to ensure the integrity of the count.

Teamsters International Union President Jackie Presser. chairman of the United Parcel Service National Negotiating Committee, in announcing the UPS Teamsters' substantial ratification vote, noted with pleasure that UPS Teamsters would immediately begin enjoying substantially improved wages and benefits as a result.

"This extension, over its 35month course, will provide **UPSers** substantial protection against runaway inflation and increasing benefit costs, as well as nearly \$8,071.99 in pay

increases for full-timers and \$4,036.01 for part-timers. And the one-time-only bonus we negotiated is an innovative device to allow our members to share in the company's recent profits. We are proud of this extension and our UPSers, who made their own evaluation of the proposal, realized its merits and accepted it," Presser noted.

The package just approved by members provides immediate cash bonuses of \$1,000 to UPS full-time employees and \$500 to part-time employees, along with a 68¢ per hour wage increase, retroactive to September 4, 1984; guaranteed minimum increases of 50¢ in both 1985 and 1986; and increases in both health and welfare benefits and pensions.

Acceptance of the new UPS proposal and the greatly improved payscales it provides was all the sweeter for the Teamsters because it had been hard to come by.

The October balloting was the second of two done on the UPS extension, the first having been invalidated by a federal judge as the result of a court case filed by four disgruntled individual workers, fronting for the organization, Teamsters for a Democratic Union (TDU).

As reported to members last month, they had waged a battle

against the contract and the pay increases it provides even before it was officially presented to the members for approval. The four Teamsters involved went to court to convince a judge that he should terminate the balloting, alleging that they had had too little time to make a informed decision, were denied a "meaningful" vote on the extension, and had been disenfranchised by the use of an allegedly inaccurate mailing

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While the judge ruled the balloting legal, he did order the mail-in referendum re-run, at considerable expense to the union and all its members, to ensure that all involved Teamsters had their say.

It is, from our view, interesting to note that nearly 70,000 ballots were returned in the first referendum, all of which were turned over to the judge unopened. While the 64,000 who voted the second time is a remarkable number, considering the hurdles they'd had to face to cast their ballots, it is sad, we think, that others were denied their right to a free choice by these four self-centered people, who sought their own goals, rather than what would be good for the entire UPS bargaining unit. Obviously, an overwhelming majority of their

brothers and sisters in the Teamsters thought they had enough information the first time on which to base their decision. Counting those first ballots now would prove informative, but is something which the courts wouldn't permit.

Another unsettling fact about the UPS settlement was that while allegations about "concessions" and other arguments against the extension received wide play in the media, few reporters had any interest in reporting finally that members in this, one of the largest national IBT bargaining units, overwhelmingly endorsed the extension when they were finally allowed to vote.

One wire report, in fact, noted only that the settlement had been reached and then went into a rehashing of the four members' problems with it. The lack of news coverage seemed intentional, especially since the Teamsters Union made a concerted effort to get this late-breaking news into the hands of every reporter we deal with regularly, practically instantaneously with its occurrence.

"Man bites dog," it seems, is still the only headline that sells papers. A reporter for the New York Times, in fact, said as much when, after being queried on why he hadn't reported on the settlement, replied that people "get tired of reading about contract settlements." Apparently those same readers weren't too bored to read the initial stories about the extension or later stories this same publication ran about UAW and other contract settlements, involving smaller groups. Where, we wondered, was the concern for fairness by the media, especially since this contract covered one of the country's major corporations and more than 90,000 Teamster consumers?

Teamsters General President Presser praised the good-natured way in which UPS Teamsters had accepted the delays on the contract vote, saying, "It is a credit to our members that after having their first ballots invalidated by the courts, so many of them took the time to again exercise their right to vote. Response has been extraordinary, considering the aggravation and time delays workers have faced in voicing their choice. We are just sorry that the stubbornness and mischief-making of a few Teamsters has caused all this aggravation and delay in receiving their increases for all. We believe our members have worked hard for the new benefits they have acquired and deserve to get those bonuses, pay and benefit increases as quickly as possible.'



UPS Teamsters agreed with the union's leadership, it seems, that after having two years of contract increases allocated to offsetting rising health and welfare and pension plan costs, it was time for pay increases that kept pace with the employer's profits. With the economy improving and UPS's fortunes rising, the union demanded that the company recompense UPS workers for helping the company achieve its success through their productivity, dedication and commitment.

Jackie noted also that "Teamsters' acceptance of the extension represented a real vote of confidence in the leadership of the union, who had entered into informal negotiations this past summer to win a share of the profits for our members.

"Despite the efforts of a few TDU Teamsters to shoot down this extension by calling it a 'concessionary' pact, attempting to poison their fellow workers against it, and engaging in delaving tactics such as court suits rather than following the constitutional mandates of our union, the majority of our members have finally had their say. UPS Teamsters have shown that they will not follow like sheep, but will alone determine what is in their best interests. Our members have proved that they are intelligent and sophisticated enough not to be misled by allegations, hearsay, innuendo and scare tactics, when they know the real facts."

The Teamster leader promised also, at a recent Teamster session, that this contract would be just the first in a string of Teamster success stories to come. And knowing Jackie Presser, he means to keep that pledge. "The days of being attacked, accused, assaulted and worrying about our backs are over," he pledged. "We're looking ahead to the future and it's going to be a bright one for all Teamsters." UPS Teamsters probably would give a hearty second to that.

Their national negotiating committee took a shot at getting them a pact that provided some great gains, and additionally, removed the UPS contract from the shadow of the National Master Freight negotiations, where it had languished for so long. Both are gains for Teamsters, and evidence that their union is always thinking of their needs and best interests, the demands of the times and whether or not the company can pay the freight. Sound thinking, common sense and reasoned decisions—all signs that the new Teamsters Union is gearing up and plans to make its mark on the labor scene today as never before. It's a successful formula, and one we think can win. Apparently, so do UPS Teamsters, who today are counting the cash in their jeans, instead of sitting around and waiting for a contract to reopen. Teamwork really pays!

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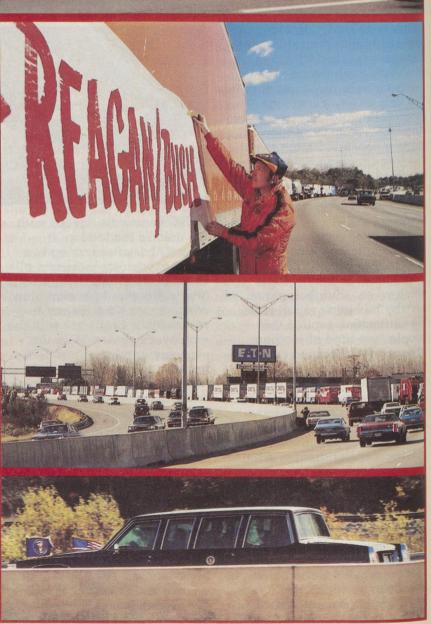


Reagan's Midwest Visits Revitalize His Home Stretch Efforts

s Election Campaign 1984 came down to the wire, Teamsters pulled out all the stops in what would prove to be a winning effort on behalf of the Reagan/Bush team, rallying support among enormous crowds at campaign whistlestops in Cleveland, Ohio, and Springfield, Illinois, among other locales in the campaign's final days.

"Teamsters Union President Jackie Presser, a Clevelander and strong supporter of Reagan, paraded his troops yesterday. About 200 trucks were parked along I-71 as the Reagan motorcade drove downtown from Cleveland Hopkins International Airport," wrote a reporter for the Plain Dealer on Saturday November 3.

What that lead didn't convey was the rampant excitement, emotional patriotism of the crowd and the firmness of their



conviction in the rightness of their cause that had led hundreds of Teamsters to borrow the trucks from their employers and wait in a line of vehicles farther than the eye could see to greet the soon to be reelected, president along Ohio's highways.

President Reagan, riding in a motorcade with campaign chairman Paul Laxalt, was so taken with the Teamsters' ebullent display that he slowed his motorcade to take a good look and ended up waving to the troops as he drove past. His spirits had to be buoyed by the warmth of the Teamsters waving flags, blowing their airhorns for all they were worth and demonstrating through the signs on their trucks that they were solidly with him and were predicting victory.

Later that day, at a rally in downtown Cleveland, Teamsters would again show their colors, making up at least a third of the 20,000 person crowd that turned out to greet the President. Teamsters were waving signs of support, distributing informational literature, had tractor-trailer trucks stretched strategically across key downtown intersections for crowd control, and otherwise lent a hand in all ways possible to assist in what they obviously thought to be a good cause and their personal civic duty.

In Detroit, Michigan, and Springfield, Illinois, brother and sisters were doing the same thing—turning out the troops and flocking to the Republicans' cause for rallies and campaign appearances.

President Reagan's reelection campaign received enthusiastic support from Michigan Teamsters, with election night voting results showing that close to 60% of union households in this heavily industrial state backed the President November 6.

Teamsters had helped bolster that support, with two large rallies held in the blue collar dis-



V.P. Holmes (second from left) with the President in Michigan.

tricts of Warren and Lincoln Park, Michigan.

n October 16, International Vice President and Joint Council 43 President Robert Holmes appeared on the dais with President Reagan at the Macomb Community College. Holmes, who chaired the Michigan Democrats for Reagan-Bush, was joined there by Local 243 Trustee Leon Cooper and other labor leaders carrying out the wishes of their rankand-file to support the President.

On November 1, the President held a dramatic late afternoon rally in the heavily unionized Detroit suburb of Lincoln Park. There, at the request of the Secret Service, Michigan Teamster Locals 299 and 337 provided more than 35 trailers to form a "protective shield" for the President's security, in what newspapers the next day called the Teamster "wagon train that circled the open shopping center." Banners proclaiming "Michigan Teamsters for Reagan-Bush" appeared on many of the trailers, adding another festive flair to the occasion. Loud cheers of appreciation also arose from the overflow crowd of 10,000, who waited several hours in the rain to see Reagan, when the President thanked the Teamsters for their help and support.

The following morning,
Teamsters were again on hand,
as Local 299 President Peter
Karagozian, representing
Holmes, served as part of the
airport delegation that saw the
President off.

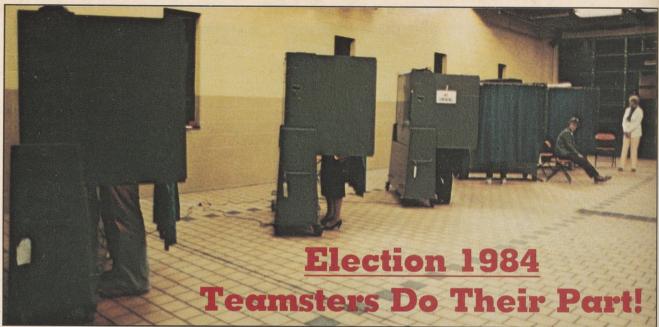
Even the Michigan Conference of Teamsters Retiree Club got involved, with more than 50 Teamster retirees participating as poll watchers on election day to guarantee free and fair elections for all voters.

t was the same story in Springfield and Danville, Illinois, where local union officers wrote in that enthused Teamsters had taken part in a planned campaign stop by the President that knocked his socks off, in terms of warmth, spontaneity and excitement.

In Springfield, Teamsters Local 916 helped orchestrate the action, arranging for tractor-trailers from area employers that were parked near the State House complex to provide security and offer a big Teamster-style welcome to the President during his final days campaign swing through the Midwest and during his stop in Springfield on November 2.

In Danville, Illinois, it was the same—with Teamsters again participating with people and equipment, to show their support. Local 26 members there led the way, working with Local 26 and Joint Council 65 President Bill Bounds.

Around the country it was the same story in place after place, as Teamsters not only did their civic duty, but played an even greater part in the political process by getting personally involved.



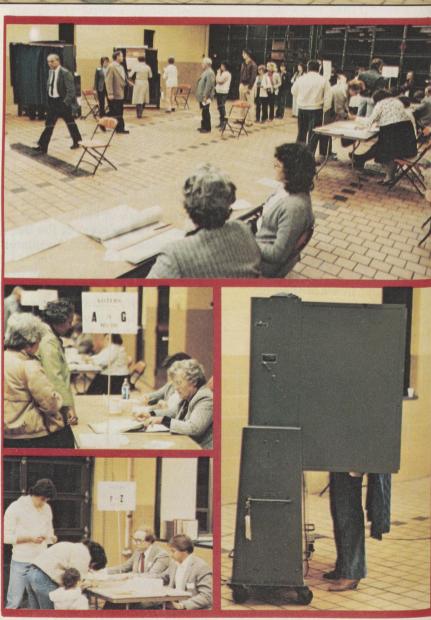
eamsters really did their part on Election Day, November 6, and after months of effort on behalf of candidates from both parties in every county and precinct in the country, went to the polls and did what really counts—voiced their preferences with their votes.

The record turnout of Teamsters at the polls this year, we believe, can largely be credited to the union's intense efforts to educate our members about the power of political action this year and DRIVE's overwhelming success in getting our members to register and become involved.

For most Teamsters, of course, voting isn't a novelty. It's something these committed citizens do routinely—in every primary, on every referendum and in every general election, year after year. It is, they feel, their responsibility as Americans and as concerned individuals.

At the polls, however, on Election Day, we saw the political system in full swing, and that drove home the point about how involved most Teamsters really are day-to-day.

As we went in to cast those precious ballots, the symbol of our freedom as a nation, we went through all the steps involved—getting last minute lit-



erature and sample ballots from party partisans politicking outside, checking our names on the registration books, collecting our registration cards and ballots, perhaps having a clerical error or missing name checked and corrected on the books, casting our ballots and turning them over to the individuals ensuring the confidentiality of these votes by whisking them away as we exited.

And lo and behold, in many instances, who did we see as we went from area to area but brother and sister Teamsters, our neighbors, whose familiar faces we'd come to identify with these polling places over the years. These faces, we knew, belonged to people interested in the political process.

In every hamlet, town, city and county, Teamsters turned out November 6, serving as poll watchers, registrars, assistants to election department personnel, promoters for the candidates, running pool vans to get potential voters to the polls and lending a hand in any other way they could.

Whether their individual candidates won or lost was important, but not quite as important as assuring that all sides of each issue was presented, and voters had a right to choose between people of differing opinions on how to solve our problems, before deciding on the individual they thought was best suited to do the job.

We Teamsters, of course, worked for candidates—from the local level on up—that we believed would best represent the needs of working people. We didn't always agree on who that was, either, and in some cities, or even sectors of a city, ended up endorsing rivals for the same post. "Support our friends and defeat our enemies," is an umbrella slogan that is pragmatic and illogical at times, we know.

But in the end, we did our part and we supported this country's bipartisan political system better than ever!

Election Night: How the Stakes Added Up

PRESIDENCY/VICE PRESIDENCY

President	535	59%
Reagan	Electoral	Of Ballots
V.P. Bush	Votes	
Walter	13	41%
Mondale	Electoral	Of Ballots
Geraldine	Votes	
Ferraro		

SENATE

Republicans	53
Democrats	47
(Gain of 2 Democrats)	

HOUSE

Republicans	179
Democrats	248
(Gain of 12 Republicans)	

GOVERNORSHIPS

Republicans	17
Democrats	33
(Ggin of 1 Republican)	

Election results show that a lot of Americans were splitting their tickets this fall, in truly bipartisan fashion, voting for the Republican President and Vice President, but sticking for the most part with the status quo elsewhere. Control of the House remains in Democrats' control, while the GOP margin in the Senate was reduced by two. The facts substantiate Teamster pollings that tell us workers vote based on the bread and butter issues.



Results of Election Polling Prove Teamsters Are In Mainstream; Know Who and What We Want Politically

ast August, after a great deal of soul-searching, attendance at both major political party conventions and much deliberation with leaders of both the Democrats and the Republicans, the Teamsters General Executive Board endorsed the Reagan-Bush slate again for the presidency and vice presidency of the country after a polling of IBT members had given them a mandate to do so.

That decision was derided by some within our own union, by many within the labor community and by a number of media pundits. Teamster officers said at the time they felt they had their hands firmly on the pulse of the membership, and were moving in accord with their wishes.

Election Day proved us right. Not only did 49 of the 50 states give their electoral votes to President Reagan, but so did a wide majority of the voters, spanning almost every demographic and geographic group by a wide margin, including, of course, unionists for whom the AFL-CIO had so resolutely spoken when it endorsed candidate Mondale before the primaries had really even begun. Women, Southerners, the young, the old, every "bloc" that could be monitored, in the end echoed what our own Teamsters had proclaimed months earlier with their own straw poll—that you don't switch from a winning team, mid-stream.

Newsweek magazine specu-

lated that voters were casting their ballots based on five issues: "Peace, Prosperity, Popularity, Pride and Policy."

Whether that's true or not, an election day exit polling conducted for the International Union has confirmed some of the other things union members were considering in the polling booths.

That survey, done by the respected polling firm of H.A. Finkelstein and Associates, showed conclusively three things: that union voters supported Reagan and Mondale in almost equal numbers; that unionists feel the political process is best served when labor remains bipartisan; and lastly, that unionists are almost equally split in their support of the Democratic and Republican parties.

According to the poll findings, although Walter Mondale may have been largely perceived as labor's choice for president, Ronald Reagan did, in fact, split the union vote with the Democratic nominee, with 44 percent of union voters supporting Reagan to 45 percent casting ballots for Mondale.

The polling supported also the longtime Teamster contention that labor support should be bipartisan, with an overwhelming 71% of the voters participating in the opinion poll voicing the view that labor could be more effective in the political process if it was bipartisan, rather than following the

generally Democratic stance set for it by the AFL-CIO.

In fact, when asked who they thought more closely represented their views, the Republicans or the Democrats, fully 45 percent of voters in union households said they felt it was the Republican Party, while only 43 percent said Democratic positions most closely aligned with their own beliefs.

Results of the polling, conducted in key union, blue-collar precincts throughout the nation, reaffirmed also the Teamsters' own perceptions of the political process.

Voters gueried confirmed that organized labor's early endorsement of Walter Mondale for president, in their minds, had done little to enhance the public's view of the Democratic candidate. In fact, Mondale's early and close alignment to labor unions was seen by many to have been detrimental for the candidate, with 23 percent of all voters interviewed claiming labor's support of Mondale made them less likely to vote for the candidate and a meager 9 percent claiming they would be more likely to vote for Mondale after labor's endorsement.

According to the exit poll, workers also cited the economy as an issue in their decision, with 48 percent of those in union households saying they felt Ronald Reagan was best able to handle the economy, while only 40 percent felt Mondale could do a better job.

In other poll results, 57 per-

cent of those interviewed said they voted for Reagan, while 35 percent voted for Mondale, with 7 percent declining to answer. This figure compares closely to the final tally nationwide of 59 percent for Reagan to 41 percent for Mondale.

These exit polling results, we should note, so closely mirror the results our own members came up with in their straw poll last summer, in which they voted by a 53.6% to 43.3% margin for Reagan over Mondale, giving the president 416 electoral votes in that balloting, that it looks almost prophetic.

Talk about fingers on the pulse; maybe the pollsters should start using our members when they want to get a good cross-sectional sampling of Americans. Certainly Teamsters came closer to the actual election results than some of those doing the polling in the weeks leading up to November 6.

Teamsters can take pride in the fact that not only did our candidates win—and that included a sizable number of Democrats on the Senate, Congressional, state and local legislative levels, as well as the Reagan-Bush team—but we also proved that we are a strategic political force.

Working people proved in 1984 that they are proud men and women, intelligent and honest, patriotic and practical, and quite capable of making their own decisions on the candidates who'll serve them best. We Teamsters are proud that we can still stand in the mainstream with two million of them, and can say we think like they think and know how they feel!

We were lambasted by both the AFL-CIO and the media for the way we approached this year's political races. Yet it was no different an approach than the Teamsters have ever used. DRIVE means Democrat, Republican, Independent, Voter Education—and that's the way we mean to keep it. Because that is what serves our members best!

Survey of Union Households



Organized Labor Primarily Supports Liberal Democrats. Do You Think Organized Labor Could Become More Effective by Supporting Candidates From Both Parties?

	Union Voters	All Voters
Yes	75%	71%
No	13%	16%
Don't Know/Refused	12%	13%

For Whom Did You Vote for President, Ronald Reagan or Walter Mondale?

	Union Voters	All Voters
Reagan	44%	57%
Mondale	45%	35%
Refused	12%	7%

Which Presidential Candidate, Ronald Reagan or Walter Mondale, Could Have Better Handled the Number One Issue (Economy) Facing Us Today?

	Union Voters	All Voters
Reagan	48%	58%
Mondale	40%	31%
Don't Know/Refused	12%	12%

Which Party, the Republicans or Democrats, Could Better Handle the Number One Issue (Economy) Facing Us Today?

	Union Voters	All Voters
Republicans	44%	54%
Democrats	40%	30%
Don't Know/Refused	16%	17%

After the Election, Would You Say You Are Now More Inclined to the Republican Party's Position on the Issues or the Democratic Party's Position?

	Union Voters	All Voters
Republican Party	45%	54%
Democratic Party	43%	34%
Don't Know/Refused	12%	12%



Producers Guild Votes to Go Teamster

Says Move Will Strengthen Their Hand With Studios



fter months of talks between the two groups, the prestigious Producers Guild of America recently endorsed a move to affiliate with the Western Conference of Teamsters.

The board of the Guild announced late in October that they would be joining forces with the Teamsters, to unify their solidarity and strengthen their might at the bargaining table. The decision came after members of the Guild voted by an 89% majority in a secret ballot mail referendum in favor of the move.

The group represents many of the nation's nearly 2,000 film producers, including Jerry Lewis, Michael Landon and Lee Majors, who have combined acting, writing and producing during their careers, among a host of big name Hollywood veterans.

Recently, at a Producers Guild/Western Conference joint session, officers of both groups met to go over the tentative affiliation document, iron out any last minute difficulties and get the document ready for the formal signing in December.

The move further solidifies the Teamsters' activity in the movie-making industry, in which we already represent myriad crafts, including key grips, members of the production crews and transportation people, among others.

According to Bill Grami of the Western Conference, affiliation with the Teamsters will afford the Guild autonomy, as well as the opportunity to go after collective bargaining agreements with studios and networks to protect their constituency.

The Guild had originally talked to the Teamsters about affiliating a few years back, only to see the initiative fizzle out. Interest in the proposal renewed, however, in the face of last year's rejection by the Na-

tional Labor Relations Board of union status for the 20-year-old group. At that time, the board ruled that PGA was ineligible for union status on the grounds that its members are supervisors and thus technically an arm of management, siding with the views of the Alliance of Motion Picture and Television Producers, which represents the top management of the studios.

If the NLRB had approved the petition, the studios could have been required legally to deal with the Guild as bargaining agent of the producers.

Charles FitzSimons of the Guild, arguing that producers are hired and fired like other employees in the industry and that they are subject to the authority of the supervisory, departmental executives, said that after merging with the Teamsters, the group will challenge that year-old ruling. "The law refers to supervisorial man-

agement as those who have the right to make 'effective' decisions," he said. "Producers can make 'persuasive' recommendations to management, but not 'effective' decisions.'

FitzSimons adds that the Teamster affiliation should give the Guild enough added strength to "persuade the producers to bargain with the Guild for a contract."

Additionally, the Guild leader notes, the Guild plans to seek a reversal of the NLRB decision as soon as the formalities of affiliation with the Teamsters are completed.

Renee Valente, president of the PGA, notes that producers' talks renewed with the Teamsters because, "We need recognition (as the bargaining agent for the producers). We have tried everything. The future of every producer in this business is in jeopardy." Obviously, as shown by their ratification vote, affiliation is now seen as a viable alternative to the situation by Guild members and the union.

Valente noted also that, in

shout for further "action."

the aftermath of the vote, first steps have already been taken to communicate with the Alliance of Motion Picture & Television Producers, which has the authority to bargain with the PGA for its long-sought contract.

Aside from recognition as a bargaining agent for producers, PGA says it seeks an industrywide contract calling for health, welfare and pension benefits, and "parity" with Hollywood's other unions and guilds in the area of residuals, creative rights and protection of credits.

The group could face some tough going with industry chieftains, who are on record as opposing any bargaining with these leaders, whom they allege are managerial and supervisory employees and therefore not entitled to recognition as a union. "Producers," one studio representative suggested, "should, under the law, have undivided loyalty to manage-

Asked how the Teamsters can assist a group that is usually

Shown at the mid-November meeting to go over the affiliation document

are, from left: Bill Grami, assistant to the director of the Western Confer-

WCT director of Professional, Public, Clerical and Communications Divi-

sion; Robert B. Radnitz, vice president, Producers Guild of America; Renee

Simons, executive director, Producers Guild of America. As evidenced by

the participants' faces on the facing page, the group gave the document

ence of Teamsters; William Roberts, WCT attorney; Rose Ann De Moro,

Valente, president, Producers Guild of America, and Charles B. Fitz-

well-paid and influential in the industry, the Teamsters' Bill Grami responded quickly. "These people, while among the most productive in Hollywood, have no collective baragining agreement.

"They tell us they have no pensions and no health and welfare plans. That's one burning issue with them," he pointed out. "Ensuring their credit rights to their work, establishing their creative rights for residuals—these are other areas in which we in the Teamsters feel we can help. You are known in this industry by your credits, so protecting those rights is a serious concern."

Grami noted that the group includes a number of recognized female producers and its members as a whole are a "socially conscious, good group of people, people we'll be proud to have associated with us.

He added his personal hope that down the road, this affiliation might help us change the public perception of the Teamsters, too. By becoming familiar with the Teamsters, Grami noted, producers will understand who we really are, and be in a position to influence the image that's seen in television and movie scripts.

The success of the talks with the producers is already prompting inquiries from several other groups involved in the industry, all of whom currently have no agreements either.

serious consideration, before giving it their hearty endorsement and the









From IBT headquarters-



Teamsters Host Taiwan Labor Leader

President Jackie Presser, Lu Kuo-hua, General Secretary of the Chinese Federation of Labor, paid a goodwill trip to the International Brother-hood of Teamsters in Washington, D.C. during the week of November Il–18. The IBT was reciprocating for a similar trip to Taiwan in June undertaken by a three-man Teamster delegation and hosted by the Chinese Federation of Labor.

General Secretary Lu's visit to Washington was a busy and productive one, as the Teamsters arranged a number of meetings with Teamster leaders and high government officials. Before Lu arrived in the nation's capital, however, he was treated to a 24-hour stop in Cleveland, Ohio where he spent the day visiting with rank-and-file members of Local 507 and touring the giant UPS plant in Middleburg, Ohio.

On Tuesday, November 13, Lu arrived in Washington, accompanied by General President Presser, Governmental Affairs Director Paul Locigno and Speakers Bureau Director Tim O'Neill. He immediately set out on an extraordinary agenda of meetings and consultations all arranged by the IBT.

First on his schedule was a White House luncheon hosted by Douglas Riggs, Assistant to the President for Labor Liaison. and Faith Ryan Whittlesey, Assistant to the President for Public Liaison. Though many issues were discussed, Lu seemed particularly interested in learning more about the complex interaction between the White House, the Department of Labor and the National Labor Relations Board—a relationship that sometimes puzzles even the best-informed labor leaders here in the U.S.

After the luncheon, the Chinese trade unionist visited IBT headquarters and paid a courtesy call on retiring Secretary-Treasurer Ray Schoessling and his named successor, Vice President Weldon Mathis. The Chinese labor official was eager to meet and compare notes with both Ray and Weldon, as he also serves as the chief financial officer for the two-million member Chinese Federation of Labor.

Lu returned to the White House accompanied by Paul Locigno and IBT Communications Director Duke Zeller for a private meeting with Presidential Counsellor Edwin Meese, who assured him of President Reagan's continuing loyalty and affection for the Chinese people on Taiwan. General Secretary Lu was visibly moved by this expression of support and, later, expressed his deepest gratitude to the IBT for having made this extraordinary conversation possible.

On Wednesday, the Chinese labor delegate spent the morning on Capitol Hill, first touring the Capitol building with IBT Legislative Director Dave Sweeney, and later meeting with Senate Labor Committee Chairman Orrin Hatch's Administrative Assistant Stanley Parrish. At this session, Lu was treated to an informative discussion of the key role Congress plays in the formation of the nation's labor policies. The same topic was discussed over a lunch that day at IBT headquarters attended by Fred Feinstein, counsel for the U.S. House of Representatives' Labor Committee, as well as a number of Teamster legislative experts.

On Wednesday afternoon, Speakers Bureau Director O'-Neill accompanied Lu to a courtesy call on Acting Secretary of Labor Ford B. Ford in Ford's office. Though not on his schedule, while at the Department of Labor, Lu took the opportunity to visit with old friends from the Department's International Affairs staff.

Wednesday's agenda came to a close with a call on Bob Gray, chairman of Washington's powerful public relations firm, Gray and Company. Gray, the quintessential Washington insider, explained the intricacies of the

bureaucratic and political in-

fighting that is the lifeblood of the nation's capital.

The next day, Thursday, IBT Governmental Affairs Director Locigno arranged a morning meeting with President Reagan's political advisor, Lyn Nofziger. Nofziger, fresh from the President's reelection effort, shared inside campaign stories with Lu and his IBT companions.

With barely a pause to catch his breath, the Chinese labor official returned to IBT headguarters for a fascinating luncheon discussion of national security issues with Presidential Science Advisor Dr. Robert Iastrow and IBT General President Jackie Presser. Among the issues discussed were ways in which free labor unions the world over could work together to motivate and educate their members to a more complete understanding of the forces affecting world peace.

After lunch on Thursday, Mr. Lu was escorted by his Teamster hosts to the Republican National Committee where he met with RNC Chairman Frank Fahrenkopf. Fahrenkopf, who has visited the Republic of China on Taiwan many times, warmly

greeted Lu and treated him to a post-election analysis from the Republican perspective.

The Teamster guest returned to 25 Louisiana Avenue for an afternoon tour of IBT headquarters, its staff and facilities. Lu was tremendously impressed, as are most visitors, by the breadth of resources the union has at its disposal, in particular our TITAN system, which allows instant communication with the more than 700 Teamster locals in North America. The CFL leader said he planned to explore the possibility of installing such a system in his own country with the assistance of Teamster efforts.

Lu then received what few visitors to Washington, D.C. ever do—an after-hours V.I.P. tour of the White House, again set up by the IBT along with White House Labor Liaison Doug Riggs.

Upon departing, the Chinese General Secretary said he hoped that the goodwill which has been generated by the reciprocal trips undertaken by the IBT and the CFL will be used to develop and strengthen the ties between our two labor movements.







To a dizzying round of visits to Washington offices, from Congress and the White House to the Labor and State Departments, our visitor got V.I.P. treatment.









It's Circus Night!

Show on Earth," and this year's Ohio Conference Teamster Night at the Circus was all of that and more.

From the dazzling costumes and death-defying feats to a dizzying array of acrobatic and aerial acts, Ringling Brothers and Barnum & Bailey Circus for the ninth straight year delivered a night to remember for the sell-out, capacity crowd of more than 15,000 Teamsters, retirees and special guests.

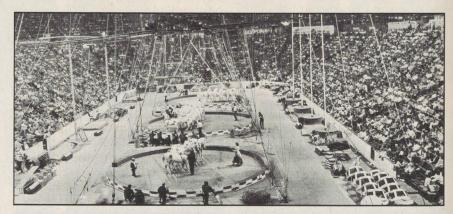
As always, the elderly, handicapped, youth groups and the underprivileged were special guests at this extravaganza of sight and sound, with 5,000 of them enjoying the show perhaps even more than the rest of the crowd, if that was possible.

The annual event, sponsored by the Ohio Conference of Teamsters Sports Committee, Inc. as a focal point for the group's fund-raising efforts, attracted a number of Teamster dignitaries from around the country to the Richfield, Ohio Coliseum on November 9 for the festivities.

On hand with Teamsters
General President Jackie
Presser and IBT Vice President
Harold Friedman, both Ohio natives, to greet the guests and
enjoy the show were General
Secretary-Treasurer Designate
Weldon L. Mathis and IBT Vice
President Designate Don West,
along with many other Teamster dignitaries and guests.

A highlight of the night came when all four Teamster leaders were introduced by the ringmaster and presented with their special "Guest Ringmaster Certificates" to the roars of the enthusiastic crowd.

Circuses are, of course, beloved by children. Teamster tots got a special thrill that night when dozens of them were invited to participate in a spec-





tacular production number leading up to intermission. A horde of members' youngsters responded to the invitation, among them the grandchildren of Weldon Mathis and Harold Friedman, both of whom were delighted to be riding in a circus train and participating in the show.

The Sports Committee reported at evening's end that the event had been a complete success in another important area, too—the raising of funds that will help benefit countless charities and social service projects throughout the state of Ohio.

Teamster leaders, enthused at the program's continuing success in raising funds and pleasing people, announced also that they are eyeing the prospect of holding similar circus nights in other Teamster jurisdictions in cooperation with Ringling Brothers, with talks now underway in several areas.



Lions and Tigers and Bears, oh my, could anything please Teamsters and their youngsters more? The Ohio Conference Sports Committee thinks it's a winning combination and so do a generation of Ohio members' youngsters who've grown up going to these functions sponsored by their parents' union and the "Greatest Show on Earth" folks.

Charity: A Year-Round Teamsters Involvement

If charity begins at home, Teamsters have to have the happiest communities around, because day-by-day, they do more to benefit their neighbors and area charitable groups than any other people we can think of.

Teamsters Local 500 of Philadelphia, Pa., was just such an unsung hero recently when it donated a new pavilion to the Easter Seal Society, with Local 500 supplying all materials and labor to lay the cement and complete the 16-foot by 32-foot structure.

The Teamsters became interested in the project after Local 500 President Bill O'Farrell, a longtime supporter of the group along with his members, visited the local Easter Seals Center and learned of the need for such a structure, to be used in conjunction with an Easter Seals camping program. Construction bids for the project, it seems, had come to more than \$7,000, much more than the center could afford to pay. At that point, Brother O'Farrell checked with his members and the local decided to assist on the project, supplying building materials and volunteering their labor, and with an assist from the Philadelphia District of Carpenters, completing the job expertly.

Dedication of the pavilion took place August 9, 1984, with a ribbon cutting ceremony attended by those involved, at which a big "thank you" came the Teamsters' way for their generosity and concern.

At right, Local 500 President Bill O'-Farrell visits last spring's Easter Seal telethon to make a union donation of \$7.000 to the cause.

Shown below at the dedication/ribbon cutting ceremony are Local 500 member Frank Gillen, Local 500 President William O'Farrell, Local Trustee Gus Soulas, and Local 500 Shop Stewards Stewart Shelly and Dan O'Sullivan, all of whom were involved in the project.







Visiting the Philadelphia Center recently to meet with 1984 Goodwill Ambassador Nicky Marsala was J.C. 53 President John Morris, another strong supporter of the Society's programs. Each year, Philadelphia Teamsters tell us, there is a pre-telethon luncheon to honor local Teamsters for their strong support of this good charitable cause.

n important pioneer education program, heralding increased cooperation between labor and management, is unfolding at the General Foods Corporation plant in Avon, New York.

By mutual agreement, Teamsters Local 791, covering workers in Rochester, New York and the vicinity, and the management of the General Foods plant in Avon, New York, are looking into the prospect of a joint on-the-clock educational program for stewards and supervisors aimed at improving labor/management relations at the plant.

The pilot program, being developed by members of the

General Foods Education Program Eyed

union and plant management representatives, in conjunction with the IBT Education Department, was first suggested as a way to stimulate effective communication between both parties, examine problems at the worksite, and initiate solutions to everyday difficulties that hamper labor relations at the plant before they become major in scope.

With the program still in the planning stages, a committee composed of Local 791 Business Agent Tom Kenny, Eastern Conference Representative Bob Sims, IBT Assistant Education Director Sally Payne, General Foods Senior Consultant Tony Olkewicz, and General Foods Personnel Director Dave Armstrong has been eyeing the logistics of how such a program could be most effective for both our members and management.

This committee was slated to present its ideas to Teamster members at the company at a special December 17 meeting, where they planned to distribute a questionnaire to stewards and supervisors, assess their feelings in a number of areas and find out what type of training, if any, they might find

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most helpful.

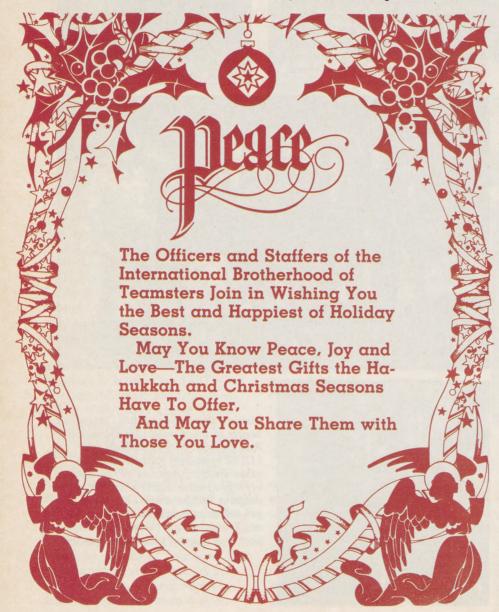
The IBT education department, in analyzing what kind of courses could be offered, said that course topics could include such wide-ranging areas as effective communication techniques, problem-solving methods, labor history, principles of business, arbitration procedures, industrial psychology, safety and health and contract interpretation.

"We are excited and encouraged by this interesting concept and see it as a welcomed cooperative effort between labor and management," General President Jackie Presser noted.

"While labor and management have traditionally opposed each other on issues in the workplace, far greater success can come from working together toward common goals. Together, there is much we can accomplish for the benefit of both

"I applaud Teamster Local 791 and the management of General Foods for their vision in considering such a program. Whatever support the International office can provide will be gladly given," Presser added.

Further details on the Teamster/General Foods education program will be provided in upcoming issues of *The Interna*tional Teamster as members decide on the approach they want to take.



Teamster Retirees Receive A Holiday Gift

enior Teamsters, who in the past year have seen firsthand how much they can achieve by organizing into retiree chapters, most recently by exhibiting their buying power, received an early Christmas/Hanukkah present from the Department for Retiree Affairs.

This was the announcement that, in addition to new optical and medical insurance packages and a Teamster-negotiated car rental program with Hertz, the department has now managed to expand that coverage. The good news early in December was that it's now making discount car rental packages available through both Avis and National rental car agencies, providing substantial discounts on these firms' daily auto rental rates.

Additionally, the department had some other exciting news. It recently advised chartered retiree club/chapters that their members now will be eligible for budget rates at all participating Sheraton hotels and inns worldwide.

Thanks to a just-negotiated deal with this nationwide hotel chain, Teamster retirees will be eligible for 25% discount rates on all available rooms requested and confirmed in advance, excepting only the minimum categories.

"We may not be able to negotiate for retirees anymore, but we sure can guarantee their eligibility for programs such as these, that can save them money," says Norman Greene, director of the department.

If you want to join the thousands of Teamsters now enrolled in IBT retiree chapters and clubs, send your inquiry to Norm at IBT headquarters. He'll be delighted to hear from you!

"God Bless Those Who Serve"

God bless those who serve in his name, the injured, the aged, and the lame. To see them cry because no one came

to see them cry because no one came
to visit or to reminisce of past days of glory and fame
of a loving mother or doting Auntie Mame,
a grand lady and a noble dame.

They who have given so many pleasures, yes, they are our national treasures.

What price could be placed on a lullaby, a hug, a kiss or a shoe laced.

Always there when they were needed, even when the load was exceeded. Mothers were made never to be tired,

they couldn't even get fired.

Always to be the peace-maker, the cook, dishwasher, cleaner, and even the baker

She is part judge, jury, magician, painter, carpenter and electrician. She has to know where everything's at,

be it a tie clip, a shirt, a ring, or even a baseball bat.

How many times (God forgive her) has Mother lied to calm troubled waters, that all others failed at after they tried.

She has to have a vault out of which money flows to help smooth out everybody's tales of woe.

To nurse back to health the troubled and the sick, using tender loving care, medicine,

but best of all a Mother's touch always does the trick.

So to all of you who have a mother,

please, take good care of her as you will not get another.

Even a phone call to keep in touch, to them would mean so much. It would put a smile on their face

that even pain could not erase.

Their hair has turned to silver, put there by Loving Care and the gold in their hearts is so rare.

All they want and need is for their loved ones to visit them there.

Joseph S. Arbeeny, Local 237 Retiree



innie, Mickey, Donald and Pluto are all happy, as are Disneyland management and more than 1800 union workers at the Anaheim. California recreational complex, many of them Teamsters.

Solidarity and a unified bargaining approach by five involved unions at Disneyland, coupled with management's responsiveness, recently ended a several weeks long walkout at Disneyland and gave Disney personnel a respite from carrying picket signs outside the legendary entertainment park's gates.

Facing an impasse in negotiations between the five unions involved in a master services agreement with Disneyland, all unions met for a brainstorming session in early October and formulated strategies to counter any prolonged work stoppage at the park. The successful effort is largely credited with providing the wedge that forced the Disney empire to reassess its strategies and consider the workers' side of the story, leading to victory for the union cause.

Engaged in the joint bargaining effort were representatives of Teamsters Local 88, Retail Clerks Local 324, Service Employees Local 399, Hotel and Restaurant Employees Local 681, and Bakery and Confectionary Workers Local 66. They represented 1,844 striking employees out of 3,600 union employees at the facility, including the ride operators, animal handlers, warehouse workers, salespersons, bakers, candy makers, janitors, parking lot attendants, food servers and busboys. (Other unionized workers at the complex were covered by no-strike contracts that expire in 1985 or 1986.)

Joining the Teamster contingent for this show of unanimity and solidarity were representatives from both the International Brotherhood of Teamsters in Washington and the Western Conference of Teamsters, there to lend advice on public relaMICKEY

DISNEYLA DISPUTE IS SETTLED

tions and other avenues to be considered as well as to visibly demonstrate the support of their parent groups. With General President Presser and Western Conference Director Carr taking a direct interest in the ongoing negotiations, it was clear from the start that strikers would have direct, hands-on assistance should they need to continue taking on this American institution as a bargaining antagonist.

The situation at Disneyland had been a long time in coming. Unions representing about a third of Disneyland's permanent employees had voted overwhelmingly in mid-September to reject a final contract offer proposed by the Anaheim amusement park.

The pact, workers said, offered them a proposed 17 percent wage cut, where they had sought a four to eight percent wage increase, as well as a proposed two-year wage freeze and cuts in health insurance benefits.

Unionists were told the move was predicated on revenue losses suffered by the park as a result of declining attendance, despite a Disney financial report issued in mid-July that cited the "highest revenues and net income for any quarter in the history of the company for the period ended June 30, 1984." Unionists suggested that recent attendance shortfalls at the

park near Los Angeles could have occured because of the crowds predicted for last summer's Olympics, not because of a lack of interest in Mickey and his friends. "Management is being very Mickey Mouse at the bargaining table," one negotiator noted.

The contract vote by members of the five unions also authorized union leaders to call a strike, should continued attempts for another contract offer

On Tuesday, September 25, workers hit the bricks, when further attempts at mediation and negotiation failed. And while Disney kept the rides going, using experienced supervisory personnel and workers from other Disney divisions to handle this critical function, behind the scenes chaos began erupting as the park's normally smooth operations broke down into a bureaucratic nightmare.

Faced with daily picketing outside the complex, the company eventually sought and won a temporary restraining order barring pickets from the park's front gate and main entrances as the dispute went on.

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After a week-long impasse, negotiators agreed to return to the table on October 2 for their first negotiating session since September 25.

Finally, on October 15, the five-union bargaining committee and Disneyland officialsafter days of hard bargainingreached a settlement to the impasse. It was an agreement with which both sides could

The Disneyland experience is living proof that life isn't a fairy tale, and no employer, no matter how conscientious, can always be counted on to be fair. Solidarity paid off for the fiveunion committee bargaining with Disney and, like the three little pigs' brick house, provided strength that was impervious to even the most belligerent huffing and puffing and antics of the wolf this time. Isn't that what unions are for?



eneral President Jackie
Presser, participating as
the leading labor expert
on the Conference Board's recent annual "Labor Outlook"
panel, forecast gradually improving conditions for American
workers in the coming year.

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Addressing a wide range of complex economic and employment issues, the Teamster leader predicted long-term economic expansion in the second half of the year, a drop in the unemployment rate to near seven percent by year's end, and continued growth in industrial and service jobs as business expands and economic strength builds.

Focusing on such far-reaching subjects as deregulation, unemployment rates, labor shortages, legislation, health benefits, labor law reform, and the impact of the 1984 presidential elections, Presser offered pointed insights into many of the most serious topics facing the labor world today.

Zeroing in, for example, on the devastating impact of deregulation on workers in the motor carrier, airline and communiciations industries—trades which are widely represented by the Teamsters—Presser explained, "Deregulation has exacted a tremendous price in human terms from Teamster members, and as an economic

experiment it is a failure.

"Regulatory policy must recognize and reflect the vulnerability of workers to legislative and regulatory changes, " he stressed. "When policy disrupts lives and employment . . . then steps must be taken to protect workers."

Presser also noted that, in the trucking industry, deregulation has fostered "a declining commitment to safety among shortsighted managers . . . who are willing to cut costs at the expense of safe equipment."

Among other forecasts for the coming year, the union's general president predicted:

- U.S. investment abroad will continue to slow, and foreign investment in the U.S. will continue to grow.
- On the whole, prices will remain stable in 1985, and the trade deficit will not reach expected levels.
- Total wage and benefit packages will gradually return to normal, but will be skewed toward covering health costs, which are still out of control.
- The tire industry will continue to rebound as oil
 prices remain stable or
 even fall, and auto production rises in 1985.
- Job security will remain a key issue that will be cen-

Jackie,
Before the
Conference
Board,
Poses
Challenging
Questions for
'80s

tral in negotiations for the trucking, auto, rubber, and electrical industries.

 The outlook for the construction industry will continue to improve. Though bargaining will again be tight, wages will begin to edge upwards before the end of the year.

resser's predictions were based, in part, on studies and estimates prepared by data resource researchers, and various leading economists.

The Conference Board each year convenes a group of experts from business and labor who analyze current economic influences, compensation trends, labor relations, and political events, and then assess the labor/human resources outlook for the coming year. This group method has proven remarkably successful, producing uncannily accurate labor forecasts for the past five years.

While management and business may not have agreed with everything Presser said during the forum, he was a valuable and persuasive witness for labor's interests, voicing our concerns and thoughts in an environment that is all too often less than interested in our views and sometimes downright callous about our needs.

'Get It in the Contract,' Is the Best Counter to Recent NLRB Decision, Counsel Advises

n Bearden and Company, 272 NLRB No. 135 (Oct. 25, 1984), a divided three member panel of the National Labor Relations Board (NLRB) held that an individual employee's filing for unemployment compensation is not concerted activity under the National Labor Relations Act (NLRA). Therefore, an employer who refuses to recall laid—off employees who have sought such benefits does not commit an unfair labor practice.

In Bearden, the employer had a policy of refusing to recall from layoff status employees who had filed for state unemployment benefits. An employee who was not recalled filed unfair labor practice charges with the Board. An NLRB administrative law judge found that the employer had violated section 8 (a) (1) of the NLRA by maintaining and enforcing a policy of refusing to recall from layoff status employees who file for state unemployment benefits. The board reversed the administrative law judge's decision.

The NLRB held that the aggrieved employee was not engaged in concerted activity when he filed his claim for unemployment compensation. The NLRB based its holding on its prior decision in Myers Industries, 268 NLRB No. 73 (January 6, 1984). In Myers, the Board redefined the term concerted activity. The Board held that for an activity to be concerted, it must "be engaged in with, or on the authority of other employees, and not solely by and on behalf of the employee himself." In reaching its decision in Bearden, the Board determined that the Myers decision had

overruled the Board's prior decision in Self Cycle & Marine Distributor Company, 237 NLRB 74 (1968). In Self Cycle, the Board held that an employee was engaged in concerted activity when she filed unemployment compensation claims because such claims are an aspect of national labor policy, arise out of the employment relationship, and are matters of common interest to other employees.

In analyzing the employer's policy in the present case, under the Myers test for concerted activity, the Board found that the employer's policy affected only each person's right to claim unemployment benefits. The Board stated that a filing for benefits is an "intrinsically individual act", undertaken by the employee "solely on his behalf and for his own benefit rather than for the mutual aid and benefit of other employees."

In accordance with its analysis of Myers and Self Cycle, the Board held that the employee did not violate section 8 (a) (1) of the NLRA by maintaining and enforcing a policy of refusing to recall employees who file for unemployment compensation. The Board based its conclusion on the fact that the employer's rule was aimed at, and only applied, to activities that were not concerted. In a critical footnote, the Board distinguished the U.S. Supreme Court's decision in NLRB v. City Disposal Systems, 104 S. Ct. 1505 (1984). The NLRB stated that the instant case was distinguishable from City Disposal Systems because this case did not involve "the invocation of a right rooted in a collective-bargaining agreement."



Our Legal Counsel Says . . .

(NEWS OF NOTE TO TEAMSTER LOCALS)

The most significant aspect of the Bearden decision is the fact that the Board distinguished its opinion from the U.S. Supreme Court decision in City Disposal System. As a result, it is clear that the Board recognizes that an individual employee engages in concerted activity when he or she invokes "a right rooted in the collective bargaining agreement." To ensure that their interests are protected, employees will be well served to include specific language in their collective bargaining agreements to protect their right to seek unemployment compensation without being subject to any retaliatory action by the employer, such as the denial of the right to recall or seniority rights. If the NLRA and the contractual grievance procedure fail to remedy an employee's injury, i.e. loss of benefits, he or she should consult state law to determine if the applicable state statute prevents an employer from engaging in any retaliatory conduct against an employee because of the employee's exercise of the right to collect unemployment compensation.

IBT Medical Advisory Group Meets

edical Issues Facing Teamsters on the Job" was the focus of a meeting of the IBT Medical Advisory Committee at IBT headquarters. On November 16, 1984, the IBT Safety and Health Department hosted the committee, whose members were meeting to discuss such issues as health hazards and motor vehicle drivers, dioxin and Teamster members, the diabetic driver, and drug dependency and the workplace.

The IBT Medical Advisory
Committee was established in
the early 1970s to advise the IBT
Safety and Health Department
on matters of occupational medicine. In the past, the committee worked extensively on the
question of appropriate medical
qualifications for motor vehicle
drivers, particularly cardiac

qualifications.

Committee Chairman Donald Dawson, M.D., currently a clinical health services consultant in Boston, Massachusetts, and formerly executive director of the Frank E. Fitzsimmons Experimental Surgery Complex in Pontiac, Michigan, opened the November meeting by introducing the newest member of the standing committee: David Rollo, M.D., Ph.D., Professor of Medicine at Vanderbilt University, and Senior Vice President of Medical Affairs, Humana, Inc. Dr. Rollo's expertise is in the treatment of diabetes.

Other members attending the meeting were Bernard Bercu, M.D., Professor of Medicine at the University of Michigan, specializing in cardiology and internal medicine; and Charles Hufnagel, M.D., Director of Cardiovascular Surgery at Georgetown University Hospital.

Other members of the advisory committee who were unable to attend include Antonio Gotto, M.D., Chairman of Medicine at Baylor College of Medi-



cine, Houston, Texas; member emeritus Dr. Michael DeBakey, Professor of Surgery at the Baylor College of Medicine; and Dr. A. W. Karchmer, Chief of Infectious Diseases at New England Deaconess Hospital and Associate Professor of Medicine at Harvard University Medical School.

Representing the interests and concerns of Teamster members were IBT Safety and Health Director R. V. Durham and IBT Industrial Hygienist Suzanne Kossan. Eastern Conference Representative Michael Markowitz also attended the meeting.

Seat Belt Safety on TV

n interesting letter was recently received at headquarters from Virginia Polytechnic Institute and State University, soliciting Teamster support for an effort to encourage seat belt use by petitioning the television industry to increase seat restraint use among video heroes.

The intriguing concept of a petition to urge series heroes to wear their seat belts, as an effective way of getting the rest of us to do likewise, especially our youngsters, came from E. Scott Geller in the Blacksburg, Virginia university's Psychology

Department.

"My class and I want to coordinate a large-scale intervention to promote the use of vehicle safety belts and child safety seats," Geller wrote, by getting active citizen support for a petition to encourage the "T.V. industry to stop showing their episode heroes traveling without wearing safety belts and surviving serious vehicle crashes and roll-overs. Instead we want the T.V. industry to include the

consistent use of shoulder/lap belts and child safety belts in their scripts."

Geller is collecting signatures for a petition to the industry to suggest just that, in an attempt to show public concern on the issue.

He raises an interesting point that many of us may never have pondered.

The Teamsters Union has long advocated the use of seat belts by our members, both on the job and off, and their families. But how many youngsters and young adults can we convince of the soundness of buckling up when all they see on television from the "Dukes of Hazzard," "The A-Team," "Hill Street Blues," "Magnum P.I.," "Knight Rider," "Simon and Simon," and a host of other shows are people who do just the opposite, and more than that, get away with it, escaping injury even after some serious accidents? Maybe Geller has a point and the industry should act.

What Good's OSHA Without Facts?

"crisis" situation exists in government's efforts to control occupational disease, according to a recent Congressional report. The report states that at the center of the problem is the "fragmented and unreliable" statistics on occupational disease upon which public policy decisions are based.

During recent hearings held by the House Subcommittee on Manpower and Housing of the Government Operations Committee, it was revealed that the collection of information on the prevalence and incidence of occupational disease is "70 years behind the field of communicable disease control."

Statistics on disease rates are essential to efforts to control the problem of occupational disease. For public policy purposes, disease statistics are used by OSHA and NIOSH to set and change workplace health standards. Disease statistics are also used to establish priorities for occupational disease research. Moreover, disease information is needed to alert employees of the hazards they face and their risk of disease. For the health of the employees, it is essential that this information reach them directly.

Why have we reached a crisis situation in the area of information collection on occupational disease? The Subcommittee found several problems in the current methods of data collection which have contributed to the crisis. One problem cited is the government's principal reliance on employer records for disease statistics.

Employer records have been found to be unreliable because of the under-reporting of disease cases. A second problem is that the Bureau of Labor Statistics (BLS), authorized to collect the statistics, neither supervises nor investigates the reliability or accuracy of the data on disease. A third problem is the overall lack of physician training in the recognition of occupational disease. This has led to a failure to report disease cases as occupational due to improper diagnosis.

Despite the uncertainty of occupational disease statistics, some estimates show that there are presently two million workers severely or partially disabled from occupational disease. As many as 390,000 workers become disabled from occupational diseases each year, and 100,000 deaths occur. According to the Office of Technology Assessment, 15-40% of all

IBT SHIELD SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

cancer deaths may be occupationally-related. Clearly, the extent of the problem of occupational disease is far-reaching. po

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To improve on current data collection programs, the Subcommittee recommends that legislation be passed to centralize disease data collection into one agency, NIOSH. The Subcommittee also suggested that there be a requirement that employers report occupational disease cases directly to NIOSH, rather than just record the cases. Finally, it was recommended that a system of reporting be developed starting with 10-20 known occupational diseases targeted for physician reporting.

A copy of the report is available from the Subcommittee on Manpower and Housing of the Government Operations Committee, U.S. House of Representatives, Washington, D.C. 20515.

ome December, the hazards of the weather become particularly important.

Listed below are a number of checkpoints associated with winter hazards, to which should be added any hazards associated with particular workplaces. We in the Teamsters suggest you discuss these problems with your fellow employees and enlist their cooperation in trying to prevent accidents on the job.

Icicles and ice formations along roof eaves of buildings can be dangerous. Avoid the

Cold Weather Safety

accumulation of heavy formations by scheduling periodic inspections and icicle removal when necessary.

Ice and snow conditions present special hazards to workers engaged in outside construction and maintenance work. Check all scaffolds and other working surfaces to see that they are free from ice and snow and constantly keep in mind the potential for slips and falls when working in such areas.

It's important, too, to ensure that outdoor material-handling

equipment is suitable for winter use. Check exhaust systems of all vehicles with enclosed cabs, since hastily constructed enclosures can trap exhaust gases.

Check, too, to ensure that you have an adequate supply of salt to spread on icy walks and drives.

Workers wearing quilted, insulated outer-garments or underwear on the job should remember that certain nylon and polyester fibers may be flammable. Exercise caution when wearing them. Workers also are advised to use insulated safety boots outdoors.

A Technology Lag on Brakes, Too?

vailable data suggests that the braking capacity of heavy trucks could be improved by one-third if manufacturers of heavy trucks incorporated state of the art brake technologies. This confirmation comes from a recent report issued by the Insurance Institute for Highway Safety (IIHS).

State of the art technologies are currently being used by our European counterparts, but U.S. manufacturers seem to have fallen behind. The author of the IIHS study has stated that the large trucks currently operating on U.S. highways are using

"1950's technology."

Since the anti-lock brake rule was struck down, large trucks must meet only one DOT safety rule relative to stopping distances. This is the DOT rule requiring trucks to be able to stop from 20 mph in 35 to 40 feet on a dry road. On the other hand, automobiles are required to be able to stop from 60 mph in 216 feet on a dry road or better. At 60 mph, a loaded truck can take between 250-300 feet to stop; an unloaded truck may take more than 500 feet. Clearly, there is a great disparity between the braking capabilities of U.S. cars and trucks.

Although heavy trucks are involved in fewer crashes per mile than automobiles, truck crashes are involved in more fatalities. According to the IIHS study, the fatal accident rate per 100 million miles was 5.3 for trucks as compared to 2.8 for

The IIHS study lists five major problem areas in brake performance. They are:

- -Lack of front brakes.
- -Disparity in braking performance-empty v. loaded.
- -Lack of maintenance and adjustment.
- -Poor timing.

-Torque imbalance from poor adjustment and mixed brake systems.

The study lists many possible improvements available now to truck manufacturers that "could reduce truck crashes by about 12%." This confirms a NHTSA study that showed that about a 10 to 20 percent payoff (i.e., reduction) would result in the number of large truck crashes from improvements in brake systems.

Possible improvements to current brake systems include:

1. To improve truck braking distances to no more than 250

feet from 60 mph, adequate front brake performance and automatic slack adjusters should be required.

2. To eliminate braking disparity between empty and loaded vehicles, load sensing devices should be required.

3. To further improve braking distances and maintain steering control, anti-lock systems and faster timing should be required.

In the interest of truck safety, manufacturers, government and labor must work together to incorporate these improvements in brake systems.

Local 169 Qualifies for **Dioxin Study**

mortality study of all U.S. workers once employed in the production of dioxin contaminated products will include members of Teamsters' Local 169, according to a government official. The study, which will examine the employee records of over 6,000 production workers at 14 facilities nationwide, is being conducted by the National Institute for Occupational Safety and Health (NIOSH).

Although the NIOSH dioxin study began in 1979, it is scheduled to be completed by the end of 1985. The study will examine cause of death among these workers most heavily exposed to dioxin. In addition to determining what long-term health effects may result from exposure to dioxin, the NIOSH study is aimed at reconstructing past exposures in production facilities in an attempt to determine what levels of dioxin may be harmful.

Teamsters at Local 169 have a vital interest in the NIOSH study since their members employed at Amchem Products, Inc., were exposed to dioxin from the 1940's to 1979. It was at Amchem that these members handled and formulated up to 1,000,000 gallons per year of the chemical 2,4,5-T, a herbicide contaminated with dioxin. The negotiations between the leadership of Local 169, NIOSH and the IBT Safety and Health Department paid off in assurances from NIOSH that Local 169 will be included in the NIOSH mortality study. NIOSH will begin to examine the employee records as soon as they are released by Union Carbide, former owner of the Amchem facility.

In a related matter, Local 169 members will be addressed by Robert McConnell, M.D., of NIOSH, on the risks and hazards of dioxin exposure sometime in the next month. Dr. McConnell was one of the principal NIOSH physicians studying the dioxin problem at the St. Louis truck terminals whose workers are represented by Lo-

cal 600.

CONSUMERS CORNER

he Christmas and Hanukkah seasons are often the time for bicycle gift-giving. As we all know, bicycling is fun and great exercise. Everyone from school kids to senior citizens can enjoy themselves on two-wheelers. But vehicular traffic, potholed streets and rider ignorance can make this widely enjoyed sport dangerous.

About 41,000 bicyclists are killed or receive disabling injuries annually. Through common sense and safe riding techniques, many of these accidents can be avoided. The National Safety Council stresses the importance of knowing the rules of the road and obedience to these rules. It is never too early or too late to sharpen safe riding skills.

Train your child to ride safely from the very start. The American Automobile Association suggests that parents help their children master the art of riding a bicycle in a secluded area away from traffic. Maneuvers such as starting, stopping, turning, signaling, going up and down hills and around curves should be practiced before children are allowed to ride even quiet neighborhood streets.

While working with your child on his physical riding skills, stress the following safe riding practices:

- Follow local vehicle rules and regulations.
- Ride with (not against) the traffic.
- Keep to the right side of traffic.
- Obey all traffic signs and signals. Stop at stop signs.
- Use hand signals for any movement that is to be made within traffic and make your signals at least 10 seconds before you change.

- Be cautious around parked cars, especially for opening doors.
- Never carry a passenger on a bike.
- Stop at intersections; walk bike across busy intersections and streets.
- Give right-of-way to pedestrians.

What's good for the goose is also good for the gander. Just because you're now riding a French 12-speed instead of the old fire engine red Schwinn, it doesn't excuse flouting those safety rules. In fact, it is more important than ever, since roads are becoming ever more crowded with two and fourwheeled traffic. Cyclists of any age are extremely vulnerable to dangerous traffic situations and the weather. Speeds in excess of 30 miles per hour can easily be attained on a bike, and debris on the road or a moment of carelessness can cause a dangerous spill.

ycling becomes much more dangerous at dusk or night when visibility decreases. Making yourself and your bike more visible to motorists should be a number one priority even before you ride at night:

- Wear light colored clothing.
- Equip bicycle with a white headlight and a reflector or red tailight which can be seen for 500 feet.
- In addition to lights, you can increase your visibility by using white or silver reflective tape on the handlebars, pedals and front fork.

Riding safety can be enhanced at any time when you dress for the occasion. Statistics show that one—third of all bicycling injuries occur to the head and face. Wear a helmet at all times. Eye protection is important as well, so wear goggles.



Clips for the pant legs are also essential. Who hasn't caught a pair of jeans in the chain and gone down in a heap at one time or another?

The U.S. Consumer product Safety Commission has issued bicycle regulations specifying that new bikes must have good brakes and tires and firmly attached wheels. They also must have protective guards, strong drive chains and reflectors on the front and rear and on the pedals. Keeping the bike in safe working order is up to the rider.

properly maintained bike is inherently safer than a neglected one. Remember these five pointers:

- Check lights, brakes and horn regularly.
- Lubricate all moving parts at least once a month and tighten all nuts and bolts.
- Maintain recommended tire pressure.
- Store bikes under cover.
- Always park bike upright.
 Either use a kickstand, a bicycle rack or support it against a building in a safe place.

Often overlooked as a safety hazard is the bicycle that's too large for its rider. Never buy a bike that is too large for a child under the assumption he will "grow into it". A bicycle should be neither too large nor too small. The cyclists should sit on the seat and be able to blance the bicycle with the tips of the toes resting comfortably on the ground. The bicycle should not lean to one side to accomplish this.

This Polling Booth Was Empty... WHERE WERE YOU?



THE 1984 ELECTIONS are history, the team the Teamsters endorsed is back in the White House and we have a reconstituted Senate and Congress that, more than ever before, should be willing to heed labor's call on the important issues during its coming 99th session. All that's good news for workers, especially for our members, who now have a real voice on Capitol Hill because of their continuing active participation in DRIVE.

One thing did, however, disappoint the Teamsters and that was that nationally we failed to achieve a record voter turnout this year. Although more than 89 million voters reportedly went to the polls November 6, that's not good enough. While Teamsters registered in record numbers this year, we will not rest until each of our nearly two million members, hundreds of thousands of retirees and their families is registered and going to the polls regularly.

The polling place above had at least one empty space on Election Day. Was it yours? This little girl anxiously awaits the day she can pull those levers on her own, rather than just helping her mom. As adults, shouldn't our vote mean even more to us? Remember, voting isn't just a right. It's also a responsibility that helps ensure this nation of ours remains free.

If you failed to do your part November 6, won't you take the time now to contact your voter registration office and get registered so that, come next spring's primaries, it won't be too late for you again? Your voice does count!

Glad Tidings & Rejoice



THIS HOLIDAY SEASON

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